SURVEY
Midmonthly
JUNE 1940

OUR DEFENSE MUST BE FROM WITHIN

Social work faces the stern challenges of "here and now" and examines its strength to meet unpredictable tests

THE NATIONAL CONFERENCE OF SOCIAL WORK

Reported by GERTRUDE SPRINGER and KATHRYN CLOSE

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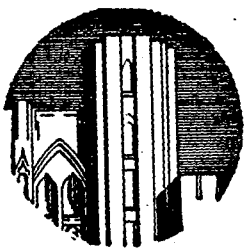

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So They Say

• The fanatic is the man who majors in one minor and thinks it is the whole curriculum. — *Editorial, The Christian Century.*

• Sin and dandelions are very much alike. It is a lifetime fight and you never quite win it.—WILLIAM ALLEN WHITE *in the Emporia Gazette.*

• Mrs. Smith has a three-room apartment which is full of interesting things from Africa including a valuable collection of elephants.—*Indiana Case Record.*

• How much more tragic history is than all the little formulas by which men have tried to comprehend it in the past decades. — REINHOLD NIEBUHR *in The Christian Century.*

• So many of us know what we are against, but not what we are for—what we disbelieve, not what we believe. A negative life easily becomes neutral and futile.—REV. JOSEPH F. NEWTON, *Philadelphia.*

• I will do my best to do what is right, not with a sense of my own adequacy but with the feeling that this country must go on, that we must keep democracy and must make it a reality to more people.—ELEANOR ROOSEVELT *in accepting the award of The Nation for distinguished service in the cause of American progress.*

Said Folly to Wisdom,
"Pray, where are we going?"
Said Wisdom to Folly,
"There's no way of knowing."

Said Folly to Wisdom,
"Then what shall we do?"
Said Wisdom to Folly,
"I thought to ask you."
Quoted (no author named) by Newsletter, Chicago Council of Social Agencies.

• There is reason to be hopeful for social work.—JEROME DAVIS *in American Sociological Review.*

• If every child in America had a wholesome sandwich for lunch every day there would be no wheat surplus.—MAYOR LA GUARDIA, *New York.*

• Political terminology is a loose language . . . When a politician goes fishing he baits his hook to catch anything with fins.—RAYMOND CLAPPER, *Washington commentator.*

• To the extent that you label any human being in terms of the color of his skin or the shape of his head or the language he speaks or the name he bears, as socially undesirable, you make him so.—MARGARET MEAD *in Frontiers of Democracy.*

• The politically conscious are always a minority and in the long run they make opinion.—*New Statesman and Nation. London.*

• Unjust demands grow up like weeds where just demands are neglected.—ALVIN JOHNSON, *New School for Social Research.*

• Nobody today is very sure what a blueprint of democracy, model 1940, would look like.—LEWIS GALANTIERE, *in The Forum.*

• We have learned that if we do not think we know too much ourselves we can get a lot of help from other people. —FRED WARD, *superintendent St. Louis County Work Farm, Saginaw, Minn.*

• The psychiatrist has found, and correctly, that the world for each person is only what he sees it to be.—DR. JAMES S. PLANT, *Essex County Juvenile Clinic, Newark, N. J.*

• If you try to work out the conditions of an absolutely foolproof, hundred percent secure economy in which every man is king, you are going to put a demand upon the economy which our political system certainly won't stand and which no political system which conceivably can be created, can deliver.—PROF. WILLIAM YANDELL ELLIOTT, *Harvard University.*

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The office of president of the National Conference of Social Work is not "run for." It is conferred, through a year-long committee process of nomination and selection, as a recognition of distinguished contribution to social work. Three of its members on whom the conference has conferred its highest honor are pictured here.

Above (left): GRACE L. COYLE, professor of group work, School of Applied Social Sciences, Western Reserve University, Cleveland, Ohio, who was elected at the 1939 Conference in Buffalo and who organized and presided at the 1940 Grand Rapids meeting; (right) JANE M. HOEY, director of the Bureau of Public Assistance, Social Security Board, Washington, D. C., who was elected at Grand Rapids and who will organize the 1940 Conference and preside at its Atlantic City meeting.

(Left): SHELBY M. HARRISON, director of the Russell Sage Foundation, New York, nominated to succeed Miss Hoey in 1942.

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SURVEY MIDMONTHLY

JUNE 1940

VOL. LXXVI NO. 6

Our Defense Must Be From Within

By GERTRUDE SPRINGER and KATHRYN CLOSE

THE sixty-seventh meeting of the National Conference of Social Work proceeded under the shadow of a war which threatens the very existence of our modern civilization. It has been difficult to think clearly or to plan hopefully in an atmosphere of impending disaster. Throughout the conference sessions, however, there was insistence that democracy is the only true way of life, and that we must hold its hard won gains in civil liberties, in the protection of the unfortunate, and in living standards in America.—*Adopted as a resolution at the final session of the National Conference of Social Work, May 26—June 2, 1940, Grand Rapids, Mich.*

GRIM determination to make democracy work, to defend its roots no less than its institutions, ran through every strand of the great meeting in Grand Rapids. Last year at Buffalo social workers talked of challenges to democracy; this year the challenges had come in a new and violent language, the language of ruthless war. To the will to make democracy work was added now the cold, hard realization that it *must* work, here and now, or else. . . . The "new world" which social workers have envisioned as a better world took on the shape of a nightmare. Defense of what had become, strangely enough, the "old world," was an inescapable undertone throughout the whole conference.

The word "defense" was on every tongue, was heard in practically every meeting. But even the casual listener, if there was one, quickly realized that to social workers the word had a broader and deeper meaning than military preparedness. Side by side with defense of political democracy must be defense of social and economic democracy. Here was where the social workers took their stand.

There was small chance at Grand Rapids to escape from the atmosphere of realism into contemplation of comforting details of the familiar job. Technical discussions there were a-plenty, but they too were charged with electric awareness of the world "here and now," a knowledge that the special skills they stimulated were facing new tests. Anyone who became engrossed in details relating to his specific job was brought back to the larger realities by general sessions where "here and now" was the recurrent theme, its variations typical of those heard throughout the meetings and in "pub" and hotel lobby exchanges.

The conference president, Grace L. Coyle, set the theme when she gravely acknowledged the threat to this country's institutions in the "economic dislocations" of the thirties and the effects of the European war, but maintained that the United States has the physical and spiritual resources to "bring to fruition the promise of Western civilization."

AS THOUGH ACCEPTING A CHALLENGE, CONFERENCE speakers throughout the week enlarged on her theme—but in two directions. There were those, like Katharine F. Lenroot, chief of the U. S. Children's Bureau, who saw preparedness against military aggression as fundamental for the protection of the social gains of the past. And there were those, like Jack R. McMichael, Jr., chairman of the American Youth Congress, who would turn their backs on the whole "European mess" as not of our making and so demanding none of our attention. To the latter, military preparedness meant only preparation for war. This line of reasoning was followed in the meetings of the Joint Committee of Trade Unions in Social Work.

The unions expressed their concern for the "here and now" by a vigorous program of social action—a three-pronged fork whose wielding occupied most of their members' time at the conference. One prong collected signatures to a "peace program" to be sent to the President; another publicized relief inadequacies in California; the third stimulated active sympathy with the striking workers of a Grand Rapids factory.

The speaker who awakened many a bewildered social worker to the stern fact that the European war is not remote and that its implications must be faced was Rabbi Abba Hillel Silver of Cleveland, who made an impassioned plea for realization that the world will be one kind of a place for men to live in should the Allies win the war; another should the Nazis win. As if to back up Rabbi Silver's call for a double defense program, military and social, Vera Micheles Dean, of the Foreign Policy Association, on the following evening gave the conference cold hard facts about the position in which this country would find itself in the event of a Nazi victory.

Few words of comfort emanated from the general sessions, but there were words of hope. At the final luncheon meeting Max Lerner of Williams College put realism to some account by calling on this country to take a lesson from recent history and to begin to put its house in order by vigorous thought, planning, and reorganization. Seem-

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ingly apart from the defense discussions were the general session speeches of C. M. Bookman of Cincinnati, who offered a comprehensive plan for relief administration, and Floyd W. Reeves of the American Youth Commission, who presented (by proxy) a program for services to youth. In reality they were the connecting chords between variations in the defense chorus—for the realists and escapists were not actually in discord. They all ended on the same key: this country stands or falls by the strength of its internal conditions; in the welfare of its people lies its true defense.

AT THE OPENING SESSION SUNDAY EVENING MISS COYLE called on social workers to accept definite social values—"positive but not moralistic"—and spoke of their part in the "dynamic stream of life by which our generation moves on into history." She traced the two great developments in social work since its "feudal beginning" in the seventies and saw them merged into a new weapon for attacking the great problem of the forties—the preservation of culture. These developments, she said, were the democratization of social work which occurred when "uplift" yielded to understanding, and the application to social work of scientific knowledge of the individual which came with the psychological discoveries of the twenties.

Miss Coyle pointed out that social workers have been concerned chiefly with the "socially desirable" in terms of the client's family life, and have been "relatively silent" on the relationship of the individual to the community. Democracy, to be vital, she said, calls for the participation of all the people living within it. At the same time the dignity of the individual develops more fully by ties to a larger whole. She suggested that social workers in the private field through the administration of their own agencies—through personnel practices and possibly client participation—could create a "taste" for democratic relations. In the public field they must in their community relations forge some instrument by which local communities may express themselves effectively under centralized control.

All these efforts, however, said Miss Coyle, will be useless unless our citizens obtain the "basic satisfactions of human life." In this respect social workers are again in a key position to develop public opinion and combat inertia. With the facts at their fingertips they can "draw conclusions, see trends, point out consequences." These are times, said the conference president, when we need not a few "social statesmen" like Jane Addams or Grace Abbott, but "a host of them."

The following night, Mr. Bookman applied microscopic analysis to one phase of the social defense program—the administration of relief. This he found inadequate both on the local and national levels: locally, because of the financial disabilities of communities; nationally, because the WPA is taking care of only a portion of the unemployed in need of assistance. Admitting that social progress has been made in the past seven years, Mr. Bookman pointed out that we now must stabilize our gains. Local difficulties, he said, arise from inequalities in the distribution of national income. As a result "those communities with the least financial resources have relatively the greatest relief need." The ineffectiveness of the national program, he added, arises from the equivocal character of the WPA—its vacillation between the application of efficiency and needs tests, which makes it neither fish nor fowl, neither good relief nor good public works.

His solution of the problem was based on the assumption of responsibility by the federal government for a program involving eight points: the acceptance of relief as a national problem; population adjustment relative to national resources and industrial changes; public works on an efficiency basis; strengthening of the provisions of the Social Security Act; general relief on a grant-in-aid basis; a federal plan for migrants; the extension of existing projects for youth such as the CCC and NYA.

Some measure of the interest of Grand Rapids folk in the conference was afforded by the laymen's dinner on Tuesday night sponsored by the Association of Junior Leagues of America and the National Committee on Volunteers in Social Work and ranked as a general session. To the 500 diners, predominantly Grand Rapids people, Barclay Acheson, associate editor of *Reader's Digest,* brought a welcome word of cheer. Warmly and eloquently he pleaded for faith in the American system of evolution which is "quietly and peacefully working through one of the greatest revolutions in history," its problem only those of "adjusting itself to the most accelerated progress the world has ever seen."

AT TUESDAY NIGHT'S GENERAL SESSION ENTITLED "THE Challenge of the Forties for American Childhood and Youth," divergent views of "preparedness" and "isolationism" appeared in dramatic contrast. Miss Lenroot after outlining a program for children based on the recommendations of the fourth White House Conference [see *Survey Midmonthly,* February 1940], asserted that this program, necessary as it is, must not interfere with "other forms" of defense. "Our objectives for economic and social justice and for personal freedom cannot be divorced from our objectives for world peace." She advocated building up strengths at home through the protection of children; the abolition of all barriers to the full use of suffrage; the preservation of civil liberties; a chance for a living for all the people in the United States. "We cannot be democrats in our sympathies abroad and deny the application of democratic principles at home. Neither can we be democrats at home and indifferent to the issues of the terrible conflicts which threaten a complete blackout of human freedom in other lands."

Less of a realist, if less pessimistic, was Mr. McMichael, who charmed the audience with his youth, vigor, and oratory. He discounted threats of foreign aggression and maintained that the major menace to this country's future is unemployment and the enforced idleness of youth. "Youth," he insisted, "wants work, not guns." Mr. McMichael invoked an aptitude for sarcasm when speaking of the "defense hysteria," pointing out that money which at the beginning of the year could not be found for welfare and health services was found overnight for arms.

The young leader outlined the needs of youth—vocational guidance, education, employment—and warned of the catastrophes which result in their lack. "It would be cheaper by far to send a young man through Harvard than through Sing Sing, but we choose the latter course." He called for federal action now to meet the need for relief, housing, medical care, and employment, and added: "American youth is ready and anxious to work, live and even die for that kind of national defense."

Roused to enthusiasm by the dynamic quality of the youthful speaker, the audience took with good nature the announcement that the next paper, that of Mr. Reeves, would be read by a substitute. Lloyd Y. McCluskey, also

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President Grace L. Coyle

WHETHER our democratic institutions and the traditions from which they spring can survive the economic dislocations of the thirties is the major issue that confronts us. We are not at present threatened as other countries are by the imposition of despotism from without. The most serious fifth column which has penetrated within our gates is the malnutrition of our population, the frustration and despair of our unemployed, the racial inequalities and antagonisms heightened by economic tensions, and the inhuman cynicism of those among us who can realize these conditions without attempting to remedy them. European experience should teach us that the despair of the people is the opportunity of the dictator.

The basic issues of the forties arise therefore at two points: in the first place we must preserve and strengthen the underlying attitudes essential to a democracy—attitudes of fraternal consideration for every individual, of respect for the rights of all of us to freedom of thought and speech, and of active responsibility for the public concerns of vital importance to our national life. This, however, will be insufficient unless we, in the second place, look to the economic inadequacies and inequalities which not only weaken the stamina of our people but which cynically refute our democratic pretensions. Beyond that we cannot be content until we have provided out of our rich resources not only the minimum essentials for health and decency but the opportunities for the higher attainments of a civilized people in education, recreation, and the other arts of life. . . .

We need to include among our values the public virtues—the concern for the common good and the habits of effective participation—if we are to contribute toward the creation of a democratic citizenry. . . . One of the major needs of our time is to discover how to direct the irrational and unconscious motivations of men in ways that will produce the common well-being of all, and how to develop more fully the rational and creative social impulses. Insofar as we can contribute to the creation of active and intelligent participation in public issues by all those we touch, we will encourage that growth of social responsibility which underlies a healthy community. In a democracy it is not enough to interpret social needs to the privileged or the powerful alone. The only permanent and wholesome basis for a democratic community is an awakened sensitiveness to human values in all parts of our population, a communal sense that the injury of any is the concern of all, and a widespread willingness to assume the necessary responsibility to meet common needs.

The firmest foundation for the ultimate preservation of our democratic heritage lies in a sound people well nourished in body, healthy in mind, fully developed each according to his powers. Such a people are the best preparedness for the free cooperative endeavor for common goals not only of defense—essential as that may be for the time—but also for the permanent achievement of a great culture. For this achievement we need a profound insight and an unshaken courage. Today we remember the dark ages into which the exhausted energies of men have sunk back to despair and brutishness. But we must remember that that is not all of history. Throughout its course those who have achieved the beginnings of social justice, who have freed the human intelligence, who have set the humane against the brutal passions of men, have moved forward in a fragile and wavering advance. But they have moved forward. The rise of science, the achievement of political democracy, the abolition of slavery, the extension of medical care, the free education of the young, the development of that vast body of social services which we represent, these are but part of that struggle for a civilized life. Our generation is called upon to hold this line and to press forward. This struggle is the great adventure of mankind, faltering, uncertain, but with it all—superb.

of the American Youth Commission, did as good a job of reading as was done by many a "speaker" with his own paper before him. Again the undercurrent was the "survival of American democracy," to be accomplished through finding ways to meet immediate needs, but Mr. Reeves confined himself to specific means at hand. He outlined the problem with a presentation of facts—"one third of the unemployed in the United States are young people under twenty-five," any new jobs resulting from a war boom will not be open to "inexperienced young people"—and proposed a program of next steps for the federal government and for local communities: on the federal level a work-study program for all unemployed youth with federal aid to the states for general education; on the community level, coordinated occupational adjustment services involving the participation of community leaders and of youth itself. "The way for young people to learn to be responsible is by carrying responsibilities."

The uncertainty that social workers took with them to Grand Rapids was illustrated by the fact that they could be carried away by addresses and personalities as different as those of Mr. McMichael and Rabbi Silver. Rabbi Silver spoke at Thursday's general session on "The Outlook for America," after a Memorial Day flag ceremony by the Grand Rapids Boy Scouts and music by a delightful high-school choir. He minced no words in describing the dangers which face this country. His whole talk was a plea for defense based not on hysterical fear but on a reasoned understanding of what the world will be like at the end of the present war. Though he envisaged a Nazi victory as utter catastrophe for the civilization of the Western Hemisphere, he was not too optimistic over the probable effects of an Allied victory, which, he said, could come only after an exhausting war which "will shake the very foundations of the social, political and economic life of Europe." The United States, he held, must be prepared to help with the task of reconstruction—"for its own economic and political forces will be critically involved"—and this time must assume definite responsibilities for upholding any international order which might evolve.

In spite of the gravity and realism of the alternatives which he presented, Rabbi Silver did not leave his audience engulfed in gloom. For he saw and enumerated the special qualities of American democracy which make it a strong bulwark against any storm: its ability to withstand previous crises such as the Civil War; its wholesome capacity for self-criticism; the vast natural resources which are available for the elimination of poverty among its people; the lack of animosities toward neighboring nations.

On the following evening, Mrs. Dean analyzed "The Implications of the European Situation for the United States" in a brilliant but paralyzing address which will be published in the July issue of *Survey Graphic*. Like Rabbi Silver, Mrs. Dean asserted that the time has come for a

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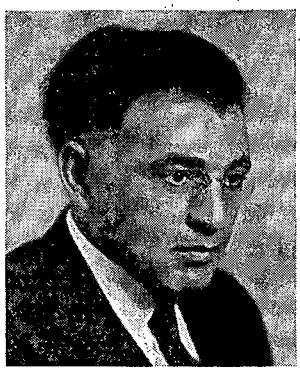
Rabbi Abba Hillel Silver



WE should build up our national defenses to a point consistent with the definite commitments and responsibilities which we intend to assume in connection with our foreign policy . . . to a degree where they would be a strong deterrent to any would-be aggressor . . . We should not forget, however, that a strong military defense in itself is not sufficient. A greater defense for a nation is the loyalty of its citizens and their essential spiritual unity . . . Forces opposed to democracy will use the very techniques and machinery of democracy, as well as its abundant tolerance, to destroy it. In the face of this, democracy must not remain naive or complacent. It must aggressively and relentlessly expose and harass every form of propaganda which is hostile to our basic conceptions of life and government.

But no hysteria! No witch-hunting! We should not in our great concern, in our justifiable zeal and impatience, permit ourselves to resort to extra-legal and unconstitutional methods to obtain even worthy and desirable objectives. To destroy liberty in an effort to preserve it is the height of folly. . . . Sound American patriotism must quickly transform itself into an intelligent and ardent program for social justice. . . .

strengthening of our national defenses, both military and spiritual. In fact, though she warned against capitulation to a sense of defeatism, she saw little validity in the theory that the United States could carry high the torch of civilization once totalitarianism has engulfed the rest of the world. In such an event "our course must be charted anew, in waters made perilous by new and unexpected dangers."

A FITTING CLIMAX TO THE MANY "DEFENSE DISCUSSIONS" whirling through the minds of social workers was the address by Max Lerner at the final luncheon. Though grimly aware of the Nazi menace, Mr. Lerner proceeded on the premise that the greatest danger lies in the devitalization of our democracy from within. Outlining the elements which give rise to Nazism he pointed out that these already exist on this side of the Atlantic: a growing anti-Semitism; an anti-alien campaign in the guise of Americanism; an anti-radical campaign similarly masquerading; an anti-labor sentiment. These, he said, will be the foundation seized upon by the Nazis for the spread of their propaganda should they win the war abroad.

Mr. Lerner's program for combating the "rising prestige of fascism" in this country was based on realization of the kind of ground which induces its growth. "The roots of Hitlerism lie not in the German mind but in the fertile soil that German economic collapse in the post-war years offered to the spread of Nazi ideas." To many, he said, the fascist appeal lies in its efficiency, its ability to organize to the fullest use a nation's resources and technological knowledge. Therefore, the best propaganda against it is the "propaganda of the deed," which to be effective, must be fourfold: a program of economic planning to promote the nation's economic security; a realization of the importance of leadership—"only in a democracy can great leaders have humility and only in a democracy can followers have dignity"; closer attention to the "art of administration" probably resulting in greater centralization and greater concentration of power; reorganization of the "opinion industries," the press and radio, to insure "the competition of ideas in American life."

THE CLASH OF "THE WORLD OF TODAY" PENETRATED every meeting of the conference. But after one has faced the imminence of grave problems now unknown, of inevitable change which may affect the whole fabric of life, there is not much to do but get on with the day's work. And that is what the social workers did. They had come to Grand Rapids to examine their program and their performance and they went about it quietly and soberly, threading their way through a multitude of meetings where in the course of the week practically every strand of American social organization was scrutinized.

In such a large and diverse gathering, it is difficult to identify any predominant strand of interest, but it seemed to a number of competent observers that this year's conference put more emphasis on examining the functioning of social services of every kind than on examining their field of operation. To be sure the relief program was taken apart and put together again in a variety of ways, but rarely with disregard of means to implement it.

Through all the conference ran a salubrious tendency to self-examination. The group work section faced the gap between "what we say and what we do"; the community organization section moved to define the objectives, techniques, and skills required in its field; the social action section tried to discover the "basic content of the concept" in relation to social work; the case work section discussed efforts to "formulate suitable criteria" for measuring the community's need for case work. Meetings concerned with health turned more on how to get the job done than on broad programs and policies. Such matters as interpretation of social work programs, methods of staff development, the content of professional education were not off by themselves but were parts of the whole program.

THE SOCIAL CASE WORK SECTION, CHAIRMAN, ELIZABETH H. Dexter, Brooklyn, N. Y., had twenty-three meetings, practically a conference within a conference. Six of these meetings were "general sessions" dealing with subjects of interest to the whole case work contingent; the others were on specific subjects, designed for discussion. Thus the program makers planned—and successfully—to spread the attendance which in recent years has made the meetings of this section too large for comfort.

The first of the general meetings demonstrated that Grace Marcus' defection from active practice—she is now with the American Association of Social Workers—had cost her none of her prestige in the field. The largest audiences of the week, general conference sessions excepted, gathered to hear her paper and that of Ruth Smalley of the University of Pittsburgh on the conflict between serving the interests of society and the interests of the individual. Miss Marcus, speaking of the distinctive responsibility of the social worker in this conflict, told her listeners that:

The ferment of a scientific psychology is coursing through case

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work and cannot avoid having economic implications. . . . Social case work does not have to relinquish its responsibility for improving its method to adopt a marching responsibility that is not rooted in the things it knows. Its method is its precious tool for service to the individual and, through service to him, for service to society . . .

Miss Smalley brought the "conflict" out of the range of philosophy to the range of experience by citing evidence of it as it has appeared in case work practice.

A second general meeting of this section took a look at the performance of workers on their first case work job after completing their professional education. Speakers were Florence Hollis of Western Reserve University and Lucia Clow of the Milwaukee Family Welfare Association. An added feature was a report from a committee of "first year workers" in St. Louis, who looked at the agencies that employed them. All the testimony added up to a conclusion that there is still a considerable gap between protected training and the realities of the paid job.

A third meeting of this section discussed how the joint administration of services affects the practice of case work. Margaret Rich of the Pittsburgh Family Society reported on the experience of twelve private agencies offering services to children and families—agencies which represented a merger of services formerly separated. Savings in cost, the agencies said, seem negligible, but greatly improved services are thought to have resulted. None of the twelve would return to the former separate units. "The clients were generally unaware of the merger." In discussing case work in a public agency, Elizabeth McCord de Schweinitz cited the experience of Maryland in integrating services. Here, she said, the term case work means "the entire contact of the agency with the individual." Reviewing the pluses and minuses of multiple services from the standpoint of the community, the client and the agency, she held that success or failure depends largely on the size of the community and the stage of the program.

Another general meeting of this section heard the three papers detailing case work practice which had been selected by a committee from those submitted in a "contest" for a place on the program. The winners were Helen L. Parmeter of Rochester, N. Y.; Rebecca Turtletaub of New York; and Frances P. Simsarian of Washington.

Much of the meat of the case work section was in its small specialized meetings to discuss how case work practice is affected by its setting: in institutions caring for children; in a public welfare agency; in a medical setting; in the public schools; in the courts; in rural areas.

A meeting on interpretation of case work programs brought out three interesting points of view. Clare M. Tousley, who now enjoys the title director of the department of public interest of the Community Service Society of New York, insisted that facts for public dissemination should come, not from the top down but from the ground up, from the staff in the field. Barklie Henry, president of the Community Service Society, looked at the matter as a board member. The layman, he said, is saying to the case worker, "I believe you, but I cannot help thinking that you expect us to take an awful lot on faith." Mr. Henry held that:

> The biggest task immediately facing board members, interpreters, and case workers alike is that of finding solid, simple and unrefutable evidence concerning the need, the cost, the individual results, and the total impact of case work upon the community.

C. M. Bookman

> IF we can lay aside our prejudices and consider the various efforts at security on their own merits, I believe we will admit that greater progress has been made in the last seven years toward providing continuing security for large groups of our people than in any other seven-year period of our history. We have moved rapidly. We have done a great deal in a short space of time. We have been unable to stabilize what we have done. We are still confused over what is emergency and what has become normal. We have been so busy installing new measures that we have not carefully analyzed how some of these measures are working; the extent to which they are offering the security we intend them to offer. We have not been able to adjust our economic system to the load that has suddenly been put upon it. In correcting some inequalities we have created others. Social statesmanship will consist in consolidating the gains we have made; in being willing to admit and correct failures; in being just as willing to recognize sound improvement . . . .
>
> Evidence can be piled upon evidence that we must recognize the national nature of our problem of relief and attack it in the same courageous way other problems have been attacked. Present day conditions and facts must be recognized. The present reliance on the state and local community to finance general relief is unsound, inhuman, and disastrous . . . .
>
> The problems out of which the major portion of relief needs arise today are of such nature that a logical and intelligent program cannot confine itself to direct relief . . . . I am optimistic enough to believe that the economic resources of America are such that a way will be found to furnish work opportunities to practically all our people, even to many now classified as unemployable.

Speaking as a case worker, Robert S. Wilson of the Family Service Society of St. Louis County, Clayton, Ohio, asked for better understanding between case workers and interpretation specialists on objectives and on acceptable methods that will create good will but still protect the individual client. He too pleaded for less "jargon," and less "over-explanation."

AFTER FIVE YEARS OF LIFE IN THE NATIONAL CONFERence of Social Work, the group work section, chairman, Roy Sorenson of Chicago, devoted its meetings to examining how far it had gone in that period. The background for the week's discussion of "what we say and what we do," was laid in at the first meeting when Charles E. Hendry of New York reviewed and summarized "group work's affirmations," and Ray Johns of Chicago cast a critical eye on group work practices.

In preparation for the meeting, Mr. Hendry had read 137 papers presented in the group work section of the conference in the past five years. He found in them some evidence that group work still is being "discovered," but general agreement on certain affirmations, in substance:

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Group work is an educational principle plus educational process, it is not a field, but a resource available to many agencies. . . . It depends on voluntary cooperation; results in creative expression. . . . It is not a preventive of delinquency nor a treatment of clients. It meets needs of youth, the unemployed, and minorities for friendship, recognition, association. It develops manual and motor skills, fosters contact with nature, encourages action, rouses responsibility. . . . It is important to citizenship, necessary to democratic life in a modern community, impossible in an undemocratic or anti-democratic society.

The nature of the group is as important as its program. Participation must be voluntary. Executives must be educators. Specialized education is important as is the ratio of professional to volunteer leadership.

Adequate recording and research are essential. . . . Dynamic leadership is important. . . . Councils of social agencies must supply machinery for better understanding between group work and case work.

In order to measure "what we do" against "what we say," Mr. Johns had examined studies of group work in seventeen cities as well as reports collected by the U. S. Children's Bureau. Group work, he said, had been accepted widely as a method but, while good practice exists in scattered samples, average practice shows that:

We speak of "informal education," but fully as many formal classes as clubs still exist in group work agencies.

We talk of democracy, but there is little evidence that leadership selected by and from groups is represented in agency administration.

We talk of "voluntary participation," but artificial and uncongenial groups go on. And groups still are too big.

High turnover in membership would suggest that people are not finding the friendship, recognition, and so on, which we claim group life offers.

Referrals to other agencies are infrequent and informal.

In city after city, training of leaders in personality insights is secondary to training in skills. Group leaders are immature; trained leaders are scarce. Programs are heavily overbalanced by physical activities.

Challenged by what Mr. Johns called his "brutal analysis" of the shortcomings of their practice the group workers put in most of conference week discussing, in roundtables and panels, the reasons for the gaps and ways of closing them. At the end of the week they all came together again to hear the chairmen of the roundtables present the upshot of it all.

Reasons advanced for the existence of the gaps were many and various: Workers themselves are not clear on many points. Financing is complex, with multiplicity of function often spreading the budget thin. Too long tenure of board members tends to stagnate the agency. Many agencies have allowed their programs to expand numerically rather than qualitatively through reliance on WPA and NYA workers. Leaders have been more concerned with elaboration than with analysis of processes.

Proposals for putting accepted principles into the fabric of practice were equally various. Some of them: small demonstration groups to show how the principles work; improved management; insistence upon personnel standards; cooperation with physical education people (who operate half the group work programs) and with group therapists to the end of mutual understanding; and finally, "a clear definition of the objectives of our own organizations."

Although the program of the group work section was largely in the form of discussion there were several notable papers presented, only a few of which can be mentioned

Delegate Conference of the AASW

THAT the professional concern of the American Association of Social Workers is directing itself increasingly toward the public social services, and is demanding expression in action, was abundantly evident at the 1940 delegate conference held in Grand Rapids prior to the National Conference of Social Work. The 150 delegates, representing a membership of 11,274, came from all over the country. The conference adopted a statement of principles for the development of the public services, but its liveliest interest seemed to be in means of translating those principles into action. Discussion of methods of financing the program was pretty much limited to assurances that "we cannot afford to do less." Questions of public opinion in relation to the program were not raised.

The matter of the association's purpose and its membership requirements, which engaged—and vexed—previous delegate conferences, got much less attention than formerly. There was evidence of differences of opinion on the adequacy of the membership policy and its adaptability to "changes in the conditions and standards of social work practice," but in the end the policy hitherto prevailing was reaffirmed. However, the national membership committee proposes to organize local subcommittees of members from the fields of public welfare, group work, community organization, and probation and parole to consider the problems of personnel in each field in relation to AASW membership requirements.

The proposal from the association's national board for a biennial instead of an annual meeting of the delegate conference was voted down.

The resolutions adopted by the conference touched both on the internal affairs of the AASW and on public affairs. The conference proposed increased activity of the national staff to aid the chapters in interpreting social data and in "effecting social action to the end of social betterment"; it asked for restudy of certain phases of the membership requirements and it "instructed" the national board to reopen the question of moving the national office from New York to a location "nearer the center of social work population."

On the public side, the conference voted "solemnly to urge upon the people of this nation their abiding obligation to our inner line of defense, that of building permanent protection against those social and economic ills which undermine the desire and capacity of men to live at peace with one another." It voted to warn the public "against highly subsidized propaganda aimed to discredit reliable and disinterested reports and recommendations" on the need for public health and medical care services. It voted to protest against "discriminatory measures and practices" in relation to relief and social services for aliens, and specifically protested the removal of the Bureau of Immigration from the Department of Labor.

This summer the membership of the AASW will elect a new national board nominated for the first time on a basis of regional representation. Candidates for the presidency to succeed Harry Greenstein of Baltimore are Ewan Clague of Washington, D. C., and Wayne McMillen of the University of Chicago.

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here. One of them, on "Lay and Professional Relations," by Lillian M. Gilbreth of Purdue University cautioned that: "Only when professionals and volunteers alike expect to do their work according to professional ethics, with professional finish, will we reach the place where available techniques of effective management can be applied to group work organization."

A lively paper in the general self-critical temper of the section was by Joe Hoffer of the Philadelphia Council of Agencies who analyzed attitudes encountered in efforts to "bridge the gaps." Generally speaking, he said they are:

The "We've been doing that all the time," sayers who accept the new terminology and apply it to the same old program.

The "jump-ats" or "bandwagon riders" who want to be considered modern and able, but who lack insight, scholarly understanding, and venturesome qualities.

The "That may be all right in theory, but . . ." sayers who resist new ideas as a defense of their own inability to change.

The "I think you have something there" sayers who analyze the proposal, and if it has merit, accept it and venture into new fields.

THE COMMUNITY ORGANIZATION SECTION, CHAIRMAN, Pierce Atwater of Chicago, likewise engaged in extensive self-analysis seeking to define what is encompassed in terms of techniques, operation, and objectives in the loosely used phrase "community organization work." Here the background was laid the first day in a paper by Russell H. Kurtz of New York on the range of community organization work, and another by Arthur Dunham of Ann Arbor, Mich. on its literature. Mr. Kurtz began with the assumption that "community organization is a process of human relations having wide application in many fields of which social work is only one." He examined the process at various levels from small pioneer beginnings on through city, county, state, and national settings, pointing out that it often is effectively practiced by laymen without the help of professionals; that it is "necessarily practiced by every social agency in its struggle for survival and development," that it is practiced "vertically between a local agency and its state and national affiliates, as well as horizontally in the local community"; that it is generally "a joint process in which professionals and non-professionals participate with non-professionals always having the last word."

Mr. Dunham concentrated his attention on "the core of community organization literature," finding it "pathetically meager . . . utterly inadequate to the present day needs of practitioners, teachers, and students."

There are eight subject areas, he said, where "literature" is especially needed:

An introduction to the broad field of community organization for social work.

Case studies in community organization, "current records geared to the problems of today."

Studies of methods of community organization.

Studies of certain neglected areas of community organization. "Public welfare is interlaced with community organization, yet much public welfare teaching and practice is carried on with a strangely naive unawareness that community organization has anything to do with this field."

Job analyses of positions in the field.

The history of community organization.

Records for community organization.

Formulation of methods by which sound standards and programs in various fields "may be related to each other and translated into reality."

This section, like others, divided itself into groups for the discussion of specific aspects of its subject. But through large and small sessions alike ran the thread of self-examination. At one meeting Arlien Johnson of the University of Southern California, Los Angeles, took up this thread in terms of obstacles to local social planning. Since 1920, she said, four new forces that must be reckoned with had come into community planning:

The spread of social work under government auspices.

The extension of social work into rural areas.

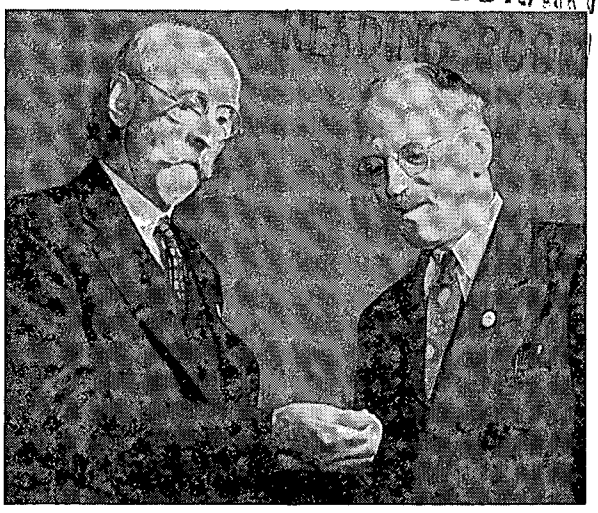
Interest in research as a basis for community planning.

The growing articulateness of groups with common interests and with consciousness of their power: for example Townsend Clubs, the American Youth Congress, and the Workers' Alliance.

Examining the structure and programs of councils of social agencies, she found that their defects stem largely from failure to reckon with these new forces; from limited and centralized participation of citizens and agencies—"Councils are generally regarded as a private agency enterprise,"—from too close identification with Community Chests. Summing up she said:

A new form of council is needed for community planning that will give expression to governmental agencies, to rank and file citizen groups, and to persons in rural communities. Social workers themselves need a new technique if they are to help these new councils to function.

At the closing session of this section, a report was brought in summarizing the work of a number of discussion groups throughout the country that have been engaged for almost two years in a cooperative inquiry into the nature and characteristics of community organization. Members of the committee which assembled the findings of these groups and drafted the report were Robert P. Lane, New York, chairman; Fred S. Hall, New York, secretary; Anna D. Ward, Baltimore; and Arthur Dunham, Ann Arbor. In addition to offering observations on the nature of the community organization process, on the training and qualifications of persons engaging in community organiza-



Jeffrey R. Brackett of Richmond, Va. received the gold emblem of the conference to mark his fiftieth year of active membership. He was president of the conference in 1904 and was present at its meeting in Grand Rapids in 1896 when the delegates numbered 300. With him, Howard R. Knight, who has just completed fourteen years as general secretary.

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Vera Micheles Dean

THE world into which we are passing is a world new to us, which will require new leadership and new methods. This spells, not the doom of democracy, but the urgent need for its regeneration. For it is not merely with military weapons that we can meet the menace of totalitarianism, but with ideas which can arouse the enthusiasm of our people, give them fortitude in the dark years ahead, and renew their faith in our own future. . . . First and foremost we must restore our own morale, profoundly shaken by the rapid course of events in Europe. We must, each in our own community, do everything in our power to make people take a long term view of life, so that they may not succumb, morally, to the idea that the catastrophes of today bar all roads to the future. We must strive to preserve those values of human life which tomorrow may be extinguished in Europe. This we owe to the society in which we live, and which we all have had a part in creating; and above all to our children, who must not be allowed to grow up in an atmosphere of despair, which would make them vulnerable to all the evils of moral disintegration.

tion work, on the keeping of records, and on the principles that underlie sound organization, the report recommended the continuance of local discussion groups for further exploration and analysis, and especially the establishment of an independent national committee that should accept responsibility for focusing professional attention on the need for such analysis and for issuing and circulating useful material to interested persons and groups. Messrs. Dunham, Kurtz and Lane were empowered to select the initial members of such a committee.

THE SOCIAL ACTION SECTION, CHAIRMAN, WAYNE MCMillen, University of Chicago, sometimes has produced the fireworks of the conference. Not so this year. The fireworks came not from the programmed discussion of social action but from the practice of it by delegates affiliated with the Joint Committee of Trade Unions in Social Work, one of the fifty-five autonomous organizations associated with the conference. More of that later.

In reporting the program of this section these commentators take the liberty of putting first a meeting which came last on the list, the one in which John Fitch presented, as a "progress report," the result of wide discussion of the problem of defining the field of social action in terms of social work and of the National Conference.

Mr. Fitch traced the course of the concept of social action as it is related to the practice of social work, particularly as it has manifested itself in the National Conference. When the conference was reorganized in 1934 there appeared "reasons for believing that social action was now to be recognized as a functional area in social work." But if that was the intention of the conference, said Mr. Fitch, it has not been realized:

> Excellent as have been the discussions of social problems we have done little to define or outline the field of action; we have provided few guideposts for those who would practice in this area of social work; we have presented no comprehensive program of action. . . . There is confusion about meanings of terms, lines of demarcation, areas of activity, competence, and techniques.

Mr. Fitch defined social action as "group effort toward socially desirable ends," but, he added, "social action must make use of legally permissible methods." He raised the moot question of the social worker's "area of competence" but held that the social worker is equipped to exercise judgment in many areas outside his immediate field of work because of his knowledge in varying degrees of the effect of existing policies. Maintaining that "the need for social action and its practice permeate the whole field of social work," he added that while it is not desirable that it should be practiced inexpertly, "practice it we must and in the practice greater understanding and competence will come."

The discussion of Mr. Fitch's paper was lively and forthright with a tendency to challenge his admonition to "keep within legally permissive methods," and with evidence of restiveness against the policy of the National Conference not itself to engage in social action. There was concern over how social workers could be effective in social action and a fairly substantial agreement that a fruitful program for the section would be an analysis of the process of social action, its nature, and its techniques.

In two other meetings of this section, methods for social action were explored. In considering how social workers can influence municipal administration of relief Wilfred S. Reynolds of Chicago, who accepted the assignment on a day's notice when Charlotte Carr was unable to get to Grand Rapids, voiced what was undoubtedly a large body of conference opinion when he maintained that the sound way to the understanding and confidence of public officials and legislators is by good social work practice in the day-to-day job, and by marshalling the facts about real needs and the effects of inadequate resources upon the health and welfare of people. The second meeting brought out three points of view—that of the trade union, the professional social work organization, and the social agency. The first was presented by Joseph H. Levy of Chicago, midwestern representative, social service division, United Office and Professional Workers of America, CIO, who maintained that:

> Social workers' unions take cognizance of the traditions and professional concerns of their field and seek to integrate these with the aims and practices of the labor movement. Since there is . . . a complete identity of the goals of social work and those of labor, we have, through affiliation with the organized labor movement, a strengthening of the social action which is carried out by social workers.

Dorothy C. Kahn, assistant executive secretary of the American Association of Social Workers, said that professional organizations have not formulated any official position on social action although they engage in it in varying degrees. She held that "there is a deplorable tendency among us to undervalue what we know . . . and greater need than ever for social work to affirm its special knowledge as a determinant in formulating public policies."

The viewpoint of the social agency was put forward by Raymond W. Starr, attorney, associated with the boards

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of a number of Grand Rapids organizations. Mr. Starr proposed that the National Conference of Social Work and the various state conferences constitute themselves agents for converting the findings of social work into social action. He would have the national body direct and supervise the state bodies which would represent and be supported by "all social agencies and branches of social work in their respective states in a social action program encompassing research, planning, interpretation, promotion, legislation, and administration."

The largest meeting of this section of the conference was the one addressed by Mary van Kleeck, whose power to draw and hold a conference crowd is traditional. Her subject this year, "The Social Consequences of Changing Production Methods," was treated with her usual authoritative command of material and her exceptional powers of presentation. Miss van Kleeck weighed the causes and results of rapid technological change and proposed as a corrective to the social consequences a program which would strengthen and improve wage and hour laws; would maintain unimpaired the rights of collective bargaining and of civil liberties for trade unions, social agencies, political parties, and "all teachers, writers, and lecturers"; would develop and establish as a permanent national policy a program for unemployed workers including extended social insurances, public works projects with facilities for training and retraining and full provision for unemployment assistance based upon need.

In full agreement with Miss van Kleeck's thesis was Ralph Hetzel, Jr., director of the unemployment division of the CIO, who asserted that organized labor is responsible for staving off the worst human effects of technological change which takes place without regard to human consequences. In most cases, he said, the new machines have not induced new employment to take up the originally displaced workers, and pointed to the relief rolls as the best proof of that fact. Stephen Du Brul, personnel manager of General Motors Corporation, Detroit, who was to have joined Mr. Hetzel in discussing Miss van Kleeck's paper was unable to get to Grand Rapids.

PERHAPS THIS IS AS GOOD A PLACE AS ANY TO REPORT the "practice of social action," engaged in in Grand Rapids by one of the conference's associate groups, the Joint Committee of Trade Unions in Social Work, which represents the State, County, and Municipal Workers of America and the Social Service Employes Union, both CIO affiliates. On the second day of the conference, an open letter was distributed from Reuben Peters, regional director of the United Automobile Workers, CIO. It was addressed "To Members of the National Conference of Social Work" and asked their "immediate attention" to a strike called the day before in the plant of the Grand Rapids Metalcraft Corporation, and to the methods of the Grand Rapids police. The letter appealed to the social workers to "help us prove that America holds precious its civil liberties," and suggested protests to the mayor in regard to "police brutality." A number of members of the social workers' unions responded to this appeal, visited the scene of the strike, and sent a small delegation to call on the mayor. After some delay he received the group and took it immediately into a meeting of the city council where some of its members participated, rather modestly it was said, in the discussion.

The Grand Rapids newspapers, which after all could scarcely be expected to understand the intricacies of conference organization, attributed this activity to the National Conference of Social Work and resented what they chose to call "meddling in matters of which it knew nothing." In spite of efforts by conference officers to clear up the matter of its responsibility, the misunderstanding persisted and local feeling grew heated. It is true that while the majority of conference delegates knew little of the matter and cared less, a considerable group felt that "something ought to be done" about a situation which, as they saw it, threatened to damage local social work relationships long after the conference had gone home.

Meantime the struck plant closed for the holiday weekend. In the conference, however, the matter would not down and presently the executive committee, after a special session, made public a statement designed to clarify the conference purpose, function, and responsibility, not only to the people of Grand Rapids but to individual members of the conference itself and to its associate groups. The statement in full follows:

Because of incidents which have occurred during the week that the National Conference of Social Work has been meeting in Grand Rapids, the executive committee of the conference wishes to make its position clear to the people of this city.

The conference is a forum for the discussion of all points of view on social welfare. It is not a delegate body for taking specific action. It is nonracial, nonsectarian and nonpolitical. It adopts no platforms and takes no official stand on local, state, national, or international affairs.

The conference program, in addition to its own sessions, includes the meetings of fifty-five national social welfare groups, such as the Salvation Army, the Child Welfare League of

Max Lerner

IF recent history has any lessons to teach us, there are three that are outstanding. One is that unless an economic system can give effective security to the masses of people, they will become the stamping ground for political adventurers. The second is that we long have been blind to the irrational impulses in men, and to the way in which ideas can be used as weapons in stirring up those irrational impulses. The third is that in peace and war alike only the well-organized and well-administered society can possibly survive.

These are not pleasant morals to draw for any of us. The achieving of economic security involves a heroic effort of the collective will, and what will seem to many almost a revolution in the economic structure. The recognition of the irrational in men runs contrary to many of our deeply cherished illusions about human nature. The new imperative of a carefully planned organization of national resources, both in peace and in war, runs counter to the traditional belief in individualism. Nevertheless, whether these are pleasant ideas or not is irrelevant. It will not comfort us much to know, when we languish in concentration camps or die on the field of battle, that we have clung to our old traditions. . . .

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America, the Church Conference of Social Work, and the American Red Cross.

These associate groups are independent bodies. Each is free to take any action, in line with its own purpose, that it sees fit but the actions of such groups, or of individuals attending the conference, do not in any way represent the opinion of the whole conference body.

No individual, associate group or agency can speak or act for the conference without authorization by the executive committee or majority vote of the membership. No such authority to represent the conference was requested or granted during or previous to the Grand Rapids meeting.

The executive committee regrets that any misunderstanding of the situation has arisen, especially in a city which has offered us such generous hospitality.

In a desire to prevent the recurrence of any such misunderstanding, the executive committee has voted to reconsider the relationships and responsibilities of associate groups to the conference as a whole.

In a later statement to the conference at its final session the president, Miss Coyle, pointed out that all associate groups apply for membership every year. Action on the applications will be taken in October under regular conference procedures. The executive committee's intention to reconsider the "relationships and responsibilities of the associate groups to the conference as a whole," implied she said, "no intention to exclude any group now included."

BACK NOW FROM THE SCENE OF SOCIAL ACTION TO THE conference itself, particularly to the public welfare administration section, chairman, Dr. Ellen C. Potter of Trenton, N. J. Here the spotlight of discussion turned on a wide range of current problems.

At a meeting early in the week Robert W. Kelso of the University of Michigan formulated "ten points of principle" which, he said, should govern sound public welfare administration:

Complete coverage of the problem; feasibility in practice; comprehensiveness in planning, with local understanding in practice; flexibility in the legal enabling acts, providing a reasonable degree of discretion in management; competence in the personnel, both in numbers and skills; logical coherence in the relationship of functions; sufficient unity and similarity in the program to attract skilled and reputable leadership; adequate compensation to insure skilled service; identification of responsibilities in the management of the unit; and constant, unbiased interpretation of program, policies and functioning.

At the same session Ruth Taylor of Westchester County, N. Y. discussed the problems of administration created by the assistance categories. Admitting that the categories have certain advantages, she held that they "have brought more governmental red tape into the relief situation," and have increased the cost of administration. Miss Taylor protested "the artificial barriers of eligibility requirements"; the absorption by the categories of funds needed in part by other programs; the "unfortunate tendency" to juggle cases from a non-reimbursable to a reimbursable form of relief; the "uneven treatment" of equally needy human beings.

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Left to right: Harry Greenstein, Baltimore; Edith Abbott, Chicago; James Brunot and Donald S. Howard, New York

Miss Taylor proposed various measures for resolving the problems raised by the categories: a general relief program to fill the gaps between classifications; equality of reimbursement from federal and state governments; equalization of requirements for eligibility; constant experimentation in how best to handle the various categories "with the least possible duplication and expense and the best possible, the simplest and the promptest service to the family."

The categories came in for another overhauling at a meeting where William J. Ellis of New Jersey warned of the hazards of "categorical rivalries." Mr. Ellis held that federal, state and local partnership is the only formula by which relief policies can be removed permanently from "the area of political expediency." He characterized as "nonsense" the contention of Corrington Gill of the WPA that "states cannot be trusted to operate a work relief program" [see "Local Work for Relief," by Corrington Gill, *Survey Midmonthly,* May 1940], and held that many difficulties would vanish if a twelfth title were added to the Social Security Act providing for federal partnership in a program of general assistance including both direct and work relief.

While other speakers called for federal partnership in relief, Edith Abbott of Chicago called for "the whole hog" of federal responsibility for what is loosely termed "unemployment relief." Before a large and attentive audience she put forward the plan she proposed last winter at the meeting of the American Public Welfare Association and at the White House Conference on Children in a Democracy. [See *Survey Midmonthly,* January 1940 page 4 and February 1940 page 41.] Miss Abbott advocates a federal program, federally administered and financed from top to bottom, which so far as possible would provide work for all persons able to work and cash relief for all for whom work could not be supplied:

No grants-in-aid for this group, no local work relief systems, no hanging on to general relief; what we need is a continuation of the federal work program with a new parallel federal program for unemployed who cannot be given work.

To a query from the floor, "Would this mean federal staff in every county?" Miss Abbott replied, "They're already there—WPA staff, FSA staff, plenty of them." To a comment on difficulties of administration she countered crisply, "I've never yet seen a new social program that was a bed of roses."

In one of the section's several group meetings, the always tender subject of administrative costs was raised. What should be included? How are values to be reckoned? In the discussion led by Donald S. Howard of New York, unmistakable evidence emerged of the need for breaking down or perhaps abandoning that indiscriminate term, administrative costs. Instead of lumping together all kinds of costs it was agreed that analyses of unit costs of

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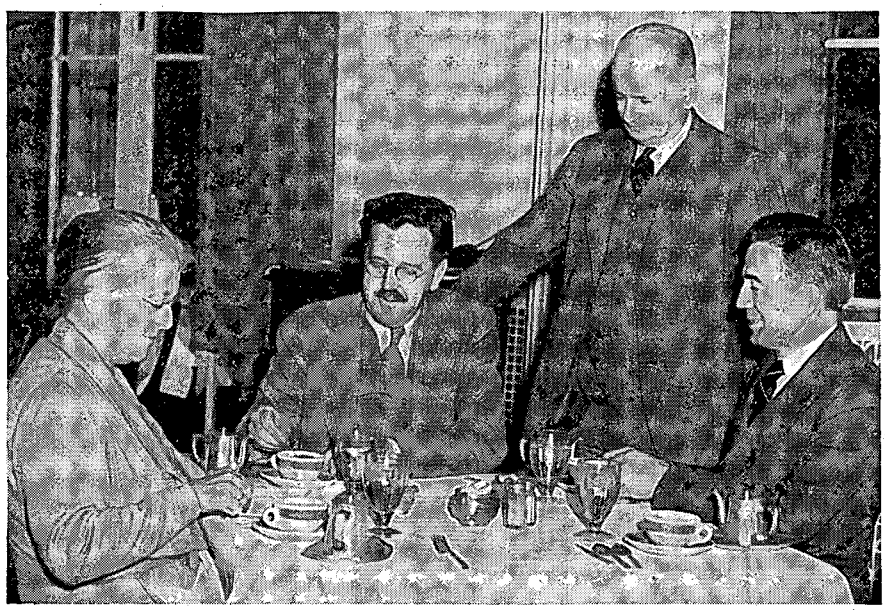

Large dinner and luncheon meetings are still features of the conference, though rather less favored this year than formerly. Apparently many delegates are turning from "mass meals" to the more intimate and personal exchange that is possible when three or four gather around a tea table. Here, left to right are Joanna C. Colcord of the Russell Sage Foundation, New York; Walter W. Whitson of the Family Service Bureau, Houston, Tex.; Judge Clark E. Higbee, chairman of the Grand Rapids committee of arrangements; Orville Robertson, of the Family Welfare Society, Seattle, Wash.

performing specified functions should be developed. For example, it should be possible to determine how much is spent in arriving at decisions on eligibility of applicants and the cost per applicant, also the cost, per review, of reviews and recertifications of eligibility. Similarly other service costs, such as the referral of clients to clinics, should be computed on the basis of the cost per referral. There were those present who feared that too much analysis of expenditures for administration or service might invite undue attention from unfriendly critics, but others deplored such cautiousness. If necessary improvements in social service are to be effected, they said, the matter of costs must be faced frankly. "Too long have agency representatives fought rearguard actions on this matter." They have tried to differentiate between costs of administration and costs of service; have pointed out that differences in agencies make cost comparisons valueless; have explained the inconsistency of measuring administrative costs in proportion to expenditures for relief. But now, the group agreed, the time has come for a more constructive and positive approach to the question. If efficiency of administration is to be improved, administrators must be able to appraise their policies and practices in terms of costs and results.

THE SECTION MEETINGS OF THE CONFERENCE DO NOT BY any means embrace the whole conference program. This year there were nine special committees set up by the conference to explore special subjects. The committee on interstate migrants, chairman, Philip Schafer, Washington, D. C., not only put on a distinguished program of its own but injected its subject matter into half a dozen other programs, largely through two able and popular speakers —Carey McWilliams, California State Commissioner of Immigration and Housing, and Helen Gahagan of the Citizen's Committee on the Agricultural Worker, Hollywood, Calif. Singly and together these two carried the story of the migrants and the scope and depth of the problem into the social action section, into the luncheon of the National Child Labor Committee, and the luncheon of the magazine *Social Work Today*, to mention only a few of the gatherings that welcomed their fund of information and the deep sincerity of their convictions.

At one of the meetings sponsored by the Committee on Interstate Migrants, Thomas J. Woofter, Jr., expressed the conviction that the peak of "distress migration" has been reached, but not the peak of the problem. He held that the only alternative to relief for these dispossessed families is an extension of the farm security program and the direction of the work program toward "our great native resources of soil, forests, and water." Nels Anderson of the WPA agreed with Mr. Woofter that employment of itinerants on public works projects, even for part time, might be an effective stop-gap, but he had no permanent solution to offer. It is not a solution, he said, to try to persuade people to stay where they are or to set up border barriers. "Nor do we find an answer in public relief or in the various methods of manipulation found in the social workers' bag of tricks. What the migrants want is work."

THE COMMITTEE ON REFUGEES, CHAIRMAN, EVELYN W. Hersey, New York, discussed migration of a different kind: what Ernest L. Swift of the American Red Cross called "the incredible exodus . . . the sorrowful lockstep of whole populations across international boundary lines." At one of the meetings John Rich of the Friends Service Committee, Cecilia Razovsky of the National Refugee Service, and George Warren of the International Migration Service tried to put together a picture of the world problem represented by refugees, a problem so stupendous and so rapidly changing that no relief efforts can keep pace.

At another meeting the committee turned to the "plight of refugees in a preoccupied world," specifically in this country. William Haber told of the resettlement efforts of the National Refugee Service of which he is the director, saying that some 300 families now are being settled every month. Many of the refugees are highly skilled and employers welcome them. Others present a serious problem in retraining.

At this same meeting Hertha Kraus, herself an exile from Germany in 1933, and now on the faculty of Bryn Mawr College spoke movingly of the bewilderment of the refugee in a new world where he finds that he "is not an exhausted human being who has barely made his escape from overwhelming terror, but just an immigrant, another alien."

HEALTH—CALL IT A TOPIC, A FIELD, OR WHAT YOU LIKE —always is in the forefront of conference concern. So it

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was this year, with subject matter in several of the section programs and with a special committee, chairman, Helen Crosby of New York, focusing attention on the national health program.

In terms both of program and administration the subject was approached from national, state, and local levels. Senator James E. Murray of Montana, in a paper read by George St. J. Perrott, outlined pending federal legislation to extend health and medical care, but was not too optimistic about immediate action on anything but the bill appropriating funds for new local hospitals. Mr. Perrott himself told of the services now being rendered under existing federal programs. Particularly interesting was his description of group medical care units for farm families, initiated by the Farm Security Administration.

But any national program, said Michael M. Davis of New York, at a meeting in the social action section, must have state cooperation if it is to be effective. To that end Mr. Davis proposed study of "kinds of legislation" which would extend, coordinate and improve tax supported medical services to needy persons; authorize or facilitate the construction, enlargement, or improvement of needed hospital facilities; fortify and facilitate experimentation with voluntary health insurance; establish cash compensation for temporary disability due to sickness; establish or prepare the ground for compulsory health insurance.

The weakness of public medical care as it is operating at state and local levels is chiefly in its administration, said Dr. Gertrude Sturges of the American Public Welfare Association. The greatest needs are for coordination of services now administered by different public agencies; advice and cooperation from voluntary agencies and the medical profession; technical administration and supervision of medical programs.

How health programs can be developed without new federal legislation was discussed by Dr. Kingsley Roberts of the Bureau of Cooperative Medicine, New York. Dr. Roberts, very popular with his audience, advocated the use of existing hospitals as local health centers for the "distribution of modern low cost medical care," and detailed a system by which "existing equipment and personnel could be used to establish yardsticks for costs" to guide legislators in drafting new laws in relation to health service.

CHILDREN WERE, AS ALWAYS, A MAJOR CONCERN OF THE national conference, but except as "the whole child" was presented by Miss Lenroot in her general session review of the White House Conference on Children in a Democracy, the subject was pretty much divided into terms of social work specialization. Two special committees presented programs: one on delinquency, chairman, Elsa Castendyck of the U. S. Children's Bureau; the other on older children, chairman, Verna Smith of the Pittsburgh Federation of Social Agencies. A third special committee, chairman, Mary Brisley of the Church Mission of Help, was particularly engrossed with "the unmarried father."

Some of the most interesting discussions concerning children were in the programs of the associate groups. At a luncheon under the joint auspices of the Episcopal Social Work Conference and the Church Conference of Social Work, Frances Perkins, Secretary of Labor, pleaded for new response to "a set of old words—honor, duty, responsibility, courage, fortitude—heard now only in commencement orations." Urging that some form of religious education should be open to every child in America, she proposed "a simple beginning" in the form of prayer in the public schools. "Congress opens with prayer; why shouldn't the schools?"

The meetings of the Child Welfare League of America were concerned with the league's future program under a reorganization plan presented by a committee, chairman, Alfred F. Whitman, Boston, which has been at work for a year. The program will be guided by the league's new president, Leonard W. Mayo of New York and its new executive director, Howard W. Hopkirk, recently superintendent of the Albany Home for Children but for eleven years associated with the late C. C. Carstens and the league.

IN THE LAST FEW YEARS, RURAL SOCIAL WORKERS HAVE made the conference so "rural conscious" that this year they found their special concerns in all sorts of programs even in that of the Birth Control Federation of America. Despite its penetration of the conference, social work in rural communities had a special committee, chairman, Marian Lowe of the University of Kansas Hospitals, which explored the relation of the rural community to social work and the "what, where, and how" of rural resources. Able papers on these subjects were presented by Prof. Walter A. Terpenning of Albion College, Michigan, Raymond C. Smith of the U. S. Department of Agriculture, and Prof. Esther Twente of Kansas University.

The much discussed question of the rural worker herself was the subject of a lively meeting. Here Rethea Bond, county welfare director of Norman, Okla., told what the worker herself believes she needs to be. Rural workers are getting a little tired, she said, of being told that they must understand the mores and folkways of their communities. Naturally they understand them since they grew up by them. What rural workers are looking for now is practical help on the actual job.

What kind of worker the community wants was described in an engaging paper by Louis Towley of Minnesota, which *Survey Midmonthly* hopes to publish in an early issue. Mr. Towley described the rural social worker's present position as similar to that of "a Fuller brush man without his free sample," and added: "The rural community must be educated, persuaded, led to want a competent staff. Without local consent, no amount of merit plan, no personnel standards, no mandates, are worth a whistle in a rain barrel."

One of the liveliest meetings turning on rural work was in the program of the special committee on education for social work, chairman, Caroline Bedford, Jefferson City, Mo. Here, supervisors of rural districts in five states, described particular methods in the use of supervision as a means of development for untrained workers. (Parenthetically it might be observed that the term "in-service training" is definitely outmoded. "Staff development" is now correct usage.) This meeting, close to the grassroots, offered abundant illustration of the imaginative experimentation going on all over the country in efforts "to make social work work."

At one of the meetings of the committee on education for social work Marion Hathway, executive secretary of the American Association of Schools of Social Work, presented a report of the study made during the past year by the Association of Education for Public Social Work. Miss Hathway examined the matter from the point of view both of the schools and of the field with special reference to trends in both areas. Only the conclusion of

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an able paper on a subject of great import to the whole of social work, can be quoted here:

The schools' place in training for public assistance is the preparation of professional personnel for the professional functions in public assistance including visitors, supervisors and administrators. To fulfill this task, however, four things are necessary: curriculum study and modification on the part of the schools which the study has indicated; the establishment of civil service systems on a basis to permit open competitive examinations for promotion; provisions for educational leave which will encourage further professional study as a basis for promotion; the extension of facilities by the schools to employed personnel on a basis which is sound.

Housing was another subject that filtered through the conference but headed up in a committee on social aspects of housing, chairman, Joseph P. Tufts of Pittsburgh. Here was spirited discussion of the stake of social workers in the housing program: Does housing management call for a case worker? What should social workers know about housing, and housing officials about social work? Here the difficult question of racial policy in public housing was analyzed by Robert Weaver of the U. S. Housing Authority, and the question of how a department of assistance can secure improved housing for client families, was discussed by Benjamin Glassberg of Milwaukee.

AT THIS POINT IN THEIR ATTEMPT AT AN OVER-ALL view of the Grand Rapids conference, these reporters admit to a sense of utter defeat. Overlong as this chronicle is, it has not even touched on a great variety of meetings which held some of the most interesting nuggets of the week. No mention has been made, for example, of the distinguished programs offered by the American Association of Psychiatric Social Workers and the American Association of Medical Social Workers, nor of the four-day conference of the National Probation Association.

On the rim of the conference proper was the Social Work Publicity Council which gave publicity people a program and an exhibit in their own field, and gave the whole conference its laugh of the week in "The 1940 Follies," where, in song and skit, the social workers ruthlessly exposed their own peculiarities.

The "social action" of the Joint Committee of Trade Unions in Social Work had more attention from Grand Rapids than did its meetings, which however drew large and interested audiences of social workers, who heard, among others, Harry Lurie and Bertha C. Reynolds of New York, Ralph Hetzel, Jr., of the CIO, and Sidney Hollander of Baltimore.

Tucked away in the tumult of conference week were two brave meetings of the American Council on Community Self-Help Exchanges. At one of them a roll call brought out the record of progress in various parts of the country: in Idaho, where cooperative rural housing projects are going on; in California, where political differences are hampering the state's self-help program; and in Richmond, Va., and Washington, D. C., where progress and expansion into new lines were reported by both local exchanges. An interesting development reported was a "trading post" in a rural Ohio county sponsored and developed by the County Department of Public Welfare. At the second meeting the Nova Scotia cooperatives were described, as well as various credit unions and other cooperative ventures being carried on in the United States.

A report even as long as this one of the events of a week which included 400 meetings with more than 600 speakers does scant justice to a conference which, make no mistake about it, was from first to last one of the most vigorous and vital in the long and honorable history of organized social work. There was great diversity of opinion which, as Miss Coyle said, "tests our capacity for cooperation"; but there was also abundant evidence of mature thinking, and above all else there was courage.

ALL fears of overcrowding and discomfort at the conference were dispelled by the hospitality of the Grand Rapids citizens and the excellence of the arrangements of the local committee, its chairman, Judge Clark E. Higbee, and its indefatigable, twenty-four-hour-a-day secretary, C. C. Ridge, director of the Community Chest. Seldom has any conference in recent years been as all-around comfortable as this one; seldom has a conference left a city with as warm and sincere appreciation as this one felt for Grand Rapids. The hotels could not take all the people, but the late comers who overflowed into the charming homes opened to the delegates really were the lucky ones.

In its registration—4888—the conference did not meet the expectations of the prophets, but the official registration did not tell the whole story of the attendance. It is a curious fact that many people, some of them prominent in social work, who take full advantage of the facilities offered by the conference to further purposes of their own or of their organizations, do not do it the courtesy of registering. Had all these people done so, the registration, said competent estimators, would have been not less than 6500.

The business session of the conference was short and uneventful. The treasurer's report showed a safe if not affluent financial condition. Atlantic City was chosen for the 1941 meeting with regrets expressed to Boston which had also extended an invitation. No invitations have been received for the 1942 meeting which, if the regional plan adopted a few years ago is adhered to, should go to some southern city. The conference staff was instructed to "explore possibilities." The proposal that the nominating committee, in the interest of democratic practice, henceforth present at least two candidates instead of one for each office, was voted down. Too many people, it seemed, remembered the old days when two candidates were presented, and did not want those days back again.

As its president for 1940-41, the conference announced the election of Jane Hoey of the Social Security Board, Washington; vice presidents: Dr. Ellen C. Potter, Trenton, N. J., Fred K. Hoehler, Chicago, John T. Clark, St. Louis; members of the executive committee: Pierce Atwater and Charlotte Carr, Chicago; Ruth O. Blakeslee and Josephine Roche, Washington, D. C.; Margaret E. Rich, Pittsburgh; Joanna C. Colcord and Harry L. Lurie, New York. Section chairmen: Social Case Work, Leah Feder, St. Louis; Group Work, Helen Hall, New York; Community Organization, Robert P. Lane, New York; Social Action, Lea Taylor, Chicago; Public Welfare Administration, Robert T. Lansdale, New York.

Nominated for 1941-42, election to be conducted by mail, were: for president, Shelby M. Harrison, director of the Russell Sage Foundation, New York; vice presidents, Wilfred S. Reynolds, director Council of Social Agencies, Chicago; Michael M. Davis, chairman Committee on Research in Medical Economics, New York; Betsey Libbey, director Philadelphia Family Society.

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Here in Washington . . By Rilla Schroeder

THE DEFENSE ISSUE—Opposition to the WPA appropriation bill, carrying the President's spend-in-eight-months clause, crumbled before the shibboleth, national defense, and the measure went through the House, May 23, with few changes.

The Woodrumites introduced the question of national defense in an effort to pare the appropriation or at least strike out the eight months clause, but it proved a boomerang. Friends of the bill caught it up, and WPA as a national defense measure went triumphantly on to a 354-21 finish.

Washington Press-Photo Bureau

RILLA SCHROEDER

The La Follette Bill—The gambit, however, acts equally well in reverse. The afternoon it was being used in the House to defeat the attack on WPA, it was being similarly employed on the other side of the Capitol to stop or amend grotesquely the La Follette Oppressive Labor Practices bill. The measure was denounced by leaders of both parties as contrary to the defense interests of the country. After several days of wrangling it passed, but with amendments attached by Senator Reynolds which doom it as a labor bill. To be sure, its four fundamentals remain, but the Reynolds amendments would require employers operating in interstate commerce to limit aliens in their employ to one in ten and denies employment to communists and members of the German-American Bund.

Drive on Labor Laws—The defense issue promises to be the screen behind which the anti-labor drive in both House and Senate will be concealed, albeit somewhat clumsily. Already those members who actually read their mail are noting that old advisers, those who have been writing denouncing labor legislation for years, are now employing the argument that the National Labor Relations Act, the Fair Labor Standards Act, the Walsh-Healey Act, and so forth, interfere with the efficiency of the defense program and must be eliminated or amended into futility. As we go to press, the Smith amendments to the NLRB, practically abandoned after the defeat of the proposed changes in the wage-hour measure, are about to be brought to the floor.

The Patriotic Motif—The old anti-alien, anti-foreign-philosophies campaign has taken on new life. The WPA bill carries an amendment banning communists and members of the Bund from employment and requiring those applying for WPA jobs to sign affidavits that they are neither. If not eliminated in the Senate, where the bill is scheduled for early action, this amendment promises a ticklish bit of clerical work for WPA administrators.

The announcement by Attorney General Robert H. Jackson, that the Department of Justice was planning the registration of the 3,500,000 aliens in this country, after the transfer to his department's jurisdiction of the Bureau of Immigration and Naturalization, revived the Smith bill, passed by the House and long dormant in the Senate Judiciary Committee. The bill has been redrafted and with a few changes will, undoubtedly, be passed by the Senate. The House has then only to concur in the changes. Mr. Dies of Texas, chairman of the Committee to Investigate Un-American Activities, has introduced a resolution calling for an additional appropriation "not to exceed $100,000."

LITTLE HATCH BILL—This bill, placing the same limitations on the political activities of state employes paid from federal funds as the original bill does federal employes, has been ordered reported despite heroic efforts on the part of the House Judiciary Committee to keep it in their files. The committee has amended the bill in various particulars, but it remains to be seen whether the amendments will stick. They are still trying to explain the shenanigans whereby, with secret ballot and much hush-hush, the bill was earlier tabled. Chairman Sumners undertook the job of explaining on the floor, but left his hearers unconvinced. There are members of both House and Senate who sincerely object to the measure, but Mr. Sumners ignored the meat of their objections in his lengthy address to the House.

MIGRANT WORKERS—A special committee to investigate interstate migration has been appointed and has held one or two preliminary meetings. Members are John Tolan of California, chairman; Claude V. Parsons of Illinois; John J. Sparkman of Alabama; Carl T. Curtis of Nebraska, and Frank J. Osmers of New Jersey. The committee is anxious to emphasize the national scope of its investigation and the membership has been nicely selected with that idea in view. Dr. Robert K. Lamb, an economist formerly on the Williams College faculty, then with the La Follette Committee, has been named chief investigator. His staff will be recruited slowly and will include experts loaned by the interested departments. Dr. Lamb is young, full of enthusiasm, and capable. Despite limited funds, only $20,000 having been appropriated, the committee is ambitious. There will be four or five hearings held in different sections of the country, and a final hearing in Washington with promises of headlines and, it is hoped, an outline for the solution of the problem or at least for its intelligent treatment.

UNFINISHED BUSINESS—The Senate, having disposed of the La Follette bill and the new hospital program, had hoped to sit back and wait for the House to act. The sudden decision of administration leaders to bring up the tax question has changed their plans somewhat. The tax bill will go through but definitely not with the speed or unanimity of the defense measures. The special interests are already gathering to fight this or that proposal and they are not noted for their susceptibility to the patriotism plea. The tax business has decidedly prolonged the session. At this point it looks as though there might be a recess over the conventions and a special session early in the fall or late summer.

The Committee on Interstate and Foreign Commerce may bring out the hospital bill but it will be in its original form. Chances that the bill reported will be the amended Senate measure, passed by the Senate with only a few minor alterations, are slight. So far the committee has indicated no disposition to bring out either bill although the House measure was sponsored by the committee chairman, Clarence Lea of California. The Senate, however, is committed to the new program and in conference would stand firm. Perhaps the amendments could be made on the floor and, with the argument that good health is necessary to defense, could be passed without much argument.

The House has a lot of unfinished business on hand, but how much of it will be allowed to die in committee or on the calendar is a question. There are, however, a number of rules that must be considered. Probably most of the rest of it will be allowed to die. Friends of the housing bill, S.591, passed by the Senate, are making a last minute drive to secure favorable House action. They, too, are stressing the importance of housing as a background for a sound national defense program.

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The Common Welfare

Refugees

THE magnitude of the relief problem of war-torn Europe cannot be hazarded at this writing. To homeless and uprooted Spaniards, Poles, Finns, Norwegians, German Jews, we know that there have been added in recent weeks millions of Belgians, Dutch, and French. We know that in many areas of Europe the question of food, clothing, and medical care already is acute. Some efforts are in progress to use a measure of this country's abundance to help stem the vast tide of human misery.

Last week the French Premier turned to American Quakers for help in caring for the millions of refugees of all nationalities now in France. Six members of the Quaker field service are already on the ground. The Friends at once sent ten more workers and emergency funds. The American Friends Service Committee, which has never before made a direct public appeal, pleads for money, food, and clothing for the work of the French field unit.

The American Red Cross is swinging into action on a wide front, and appealing for a $20,000,000 war relief fund. Wayne Chatfield-Taylor, delegate to the International Red Cross, has established headquarters in Paris for French and Belgian refugee relief activities, and liaison officers have been named to coordinate the American work with that of the French and Belgian societies.

Hendrik Willem Van Loon heads the drive to raise an emergency fund of $3,000,000, to be known as the Queen Wilhelmina Fund, for the aid of Dutch refugees.

The plight of German and Polish Jews has been intensified by the occupation of the Low Countries, where thousands of them had found haven. The Joint Distribution Committee is cooperating with local agencies in France in trying to care for these groups.

But Americans must realize that these modest voluntary efforts in behalf of the civilian victims of modern war are not enough. The weeks ahead will multiply the tragic need to translate pity and indignation into organized large scale effort if starvation and pestilence are not to stalk among the tortured civilians of western Europe.

Straws in the Hurricane

IN the midst of the clamor for preparedness and armed defense, three current news items report voices raised to express another point of view, and to defend freedom of conscience. The Northern Baptist Convention last month approved a form for the registration of pacifist members of the denomination. At its eleventh annual meeting at Harrisburg, the Pennsylvania council of churches adopted a resolution demanding for all church members the right of a free exercise of conscience in regard to military service, and opposing any form of conscription which disregards this right. Fifty of the country's outstanding Protestant ministers joined in a statement renouncing war and affirming their faith in the instrumentalities of peace.

With no desire to judge those who differ from us, whether actively engaged in war or advocating positions which we profoundly distrust as likely to eventuate in war, [these church leaders] solemnly resolve and pledge ourselves: to have no part in any war; to promote actively and continuously, as the first aim of our nation's foreign policy the cause of peace and brotherhood, of "peace without victory" and brotherhood without preferment, firmly assured that on such a basis alone can a lasting settlement of the present conflict or of any other be achieved; to contend against the abiding causes of war in racial injustice, narrow nationalism, imperialistic ambitions, economic exploitation, and inequality of opportunity; to aid and relieve to the best of our ability the victims of war in all nations alike; . . . to give ourselves and urge our nation to give itself as opportunity permits to the promotion of a Christian treaty and to the sacrificial building of a new world-mindedness committed to disarmament of the nations, and to the founding of a community or federation that shall strive to abolish the anarchy from which war comes and hold the common interests of mankind above the selfish interests of nations.

Blue Stamp Year

DURING the year in which it has been in operation no very substantial criticism has been heard of the food stamp program for the distribution of surplus commodities. Social workers, suspicious of any form of relief in kind, have found abundant evidence that the plan has improved the diet of their clients. The people eligible to use the stamps—WPA workers and recipients of all forms of public assistance—like the scheme because it increases their food purchasing power. In general the communities where it is established have found the plan effective as "a normal process of trade."

Started in May, 1939, in Rochester, N. Y., the food stamp scheme took hold immediately. Given the fact of the control of surplus commodities by the government, even doubting Thomases saw this as a more orderly and decent method of distribution than the commodity warehouse with its rigid system, which, it must be remembered, still prevails in all but a few places. In August the Federal Surplus Commodities Corporation, under the Secretary of Agriculture, extended the program into five more "experimental areas." By May 1, 1940, it was in operation in sixty-eight centers and was reaching about 1,300,000 people. Twelve additional centers are designated for early operation and plans are under way for 125 more in the course of the year. Upwards of a thousand communities have asked for the program.

During the past year, blue stamp users purchased surplus butter worth, at the market price, about $2,000,000; eggs, $1,900,000; flour, meal, and rice, $1,700,000; pork and lard, $2,500,000; vegetables, $700,000; fruit, $1,700,000.

The major purposes of the Federal Surplus Commodity Corporation is of course to increase farm income. The stamp plan is merely a device for "bridging the gap between price depressing surpluses on our farms and inadequate diets in our small towns and cities." Thus far the tail seems to have wagged the dog, for while the program has proved useful in getting food to people who need it by a procedure which takes some of the curse off relief in kind, it has had, says Secretary Wallace, very little

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effect on farm income. That effect will show itself, he believes, when the proposed extensions of the program are completed, with four million consumers participating in it and blue stamp purchases of surplus foods running up to perhaps $9,000,000 a month.

Back to the Slums

"YOU'VE spoiled 'em," said a Chicago realtor to an official of the local Housing Authority who was trying desperately to find proper homes for the 650 families recently evicted from Chicago's three public housing projects. These people were evicted because rents in the projects were lowered and family incomes were now above the statutory ratio of five times the rent.

In March, USHA announced the lowering of rents in almost half of the fifty projects built under the PWA housing division program between 1933 and 1937, and subsequently turned over to USHA. These reductions, aggregating almost half a million dollars annually, averaged $4.05 per dwelling unit per month, and in one case amounted to as much as $9.50. They were made possible largely through economies due to the growing experience of management.

Though the vacancies were immediately filled by eager tenants, those evicted found it practically impossible to obtain proper living quarters at rents they could afford. They had to return to the slums, or near-slums. The plight of this group illustrates dramatically the difficulties experienced by all the families who have incomes above the maximum permitted in subsidized housing, but for whom there are no housing facilities of a standard acceptable to them or to the community. It underscores the need to discover the actual incomes of families forced to live in slums or badly deteriorated areas because they cannot afford to pay an economic rent. Given that information, a wise decision can then be made as to whether to continue to build solely for the lowest income group. Perhaps a system of differentiated rents is indicated. Perhaps we should build housing of several grades. Non-subsidized but nonprofit housing may be the solution. Other countries have found various answers. It is high time that we reexamined standards laid down in a vacuum, so to speak, in the light of American housing experience.

Hull-House Jubilee

FOR a long May week the doors of Hull-House, Chicago, were thrown open to hundreds of neighbors, friends, and alumni doing honor, on its fiftieth anniversary, to Chicago's oldest and most famous settlement. Every day was a red letter day in the week-long celebration which as a matter of fact began in April, with the first-day sale of the Jane Addams postage stamp, and which will continue in a variety of ways during the summer.

The jubilee week opened with Chicago Day and the dedication of the Jane Addams memorial trees and a homecoming dinner for the alumni. Then came Open House Day, with the first presentation of "Halstead Street-1940," a living newspaper prepared and put on by the neighbors; and after that Labor Day, with a program by four unions closely associated with the house. The events of one day fell under the title, "America in a World at War." Another day was dedicated to neighborhood art and another to the settlement itself, with Dr. Alice Hamilton, Helen Hall and Bishop Bernard Sheil as speakers and Helen Hayes on the air as Jane Addams in a radio program. On Jane Addams Day, Mrs. Joseph T. Bowen presided with President Robert M. Hutchins, Gerard Swope, and Mayor La Guardia of New York voicing tributes to the founder of Hull-House.

In October, if present plans remain unchanged, Chicago will see the premier of a motion picture of the life of Miss Addams, the script of which has been approved by a committee appointed by trustees of Hull-House. While the script may contain some historical discrepancies the committee was unanimous in feeling that it was true to the spirit of Miss Addams' life and work.

Walter S. Ufford

THOUGH Walter S. Ufford, who died last month at the age of eighty-one, had retired in 1934 as secretary of the Associated Charities of Washington, he had never retired from his active interest in social progess and in the agencies that implement it. During his busy quarter century with the Charities, he helped establish the Council of Social Agencies and the local Community Chest; he advocated and worked for an adequate school health service, a child labor law for the District of Columbia, a juvenile court law, adequate probation officers, a municipal lodging house. In 1917-18 he was director of the Institutes for the Red Cross Home Service Workers. Early in the depression he urged governmental relief expenditures, predicting that voluntary agencies and local public welfare departments would be unable to carry the burden of increased need. Only a few weeks before his death, Dr. Ufford wrote *Survey Midmonthly,* protesting appropriations for an armory while the District of Columbia stood in need of a convalescent home to relieve the pressure on its hospitals. His was the unflagging spirit of the social work pioneers.

Appropriate Memorial

PORTER R. LEE'S long career in social work ended with his death last year. But alumni of the New York School of Social Work seek to continue his work through a memorial fund bearing his name which will be used to help selected students at the school. In this way, which they believe he would approve, his former students, his friends, and associates will express their affection and respect for Porter Lee as a man and as a social worker.

Porter Lee made social work a part of social living and he made of that living an art. He early grasped the significance of case work discussion in clarifying attitudes and customs. To his work as leader and as teacher, he brought sagacity, tolerance and understanding; he knew how to help others to think for themselves.

The memorial will take the form of a $10,000 loan fund, administered by a committee representing both alumni and school. Flexibility will be a basic policy. For example, applicants will be considered from professions other than social work as well as from communities which lack trained social work personnel, and which are not now represented in the student body.

Friends who wish to participate in this memorial to Porter Lee and his ideals of social work as a part of social living may send their contributions to the Porter Lee Memorial Fund, New York School of Social Work.

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The Social Front

Jobs and Workers

BY a vote of 205 to 175, the House of Representatives last month shelved the proposed amendments to the Fair Labor Standards Act for this session of Congress. This action followed an earlier and equally decisive vote to reject the Barden bill, opposed by organized labor, civic groups, and other friends of the act. It has been suggested that the defense program and its demands may mean reconsideration of this action. [See page 200 of this issue.] Meanwhile, the decision of the U. S. Circuit Court of Appeals in the Opp Cotton Mills case gave judicial approval of administrative power to issue wage orders, and cleared the way for the Wage and Hour Division to establish minimum wage rates, industry by industry, as it is authorized to do under the Fair Labor Standards Act. The Opp case was an effort on behalf of textile interests in Alabama, Mississippi, Georgia, Louisiana, and Texas to set aside the 32½-cent cotton textile wage order. Six wage recommendations, all above 30 cents (the present blanket minimum under the law), have been approved for the textile, hosiery, millinery, knitted outerwear, knitted underwear, and shoe industries. Recommendations of four other industry committees — apparel, woolen textile, hat, and paper—are not yet approved. [See *Survey Graphic,* December 1939, page 728.]

New Job Hunting Ways—The Man-Marketing Clinics and the Forty-Plus Clubs are discussed in the current issue of the *Monthly Labor Review* as new, non-profit-making schemes developed as "by-products of the great depression" to help jobless people find jobs. The principle of the clinics is to help each member analyze his abilities and experience, and "sell his services." In March 1940, clinics were in operation in New York, Chicago, Buffalo, N. Y., Norman, Okla., Seattle, Wash., Reading, Pittsburgh, Philadelphia, York, Pa., Bay City, Mich. "Among those aided by this service have been office boys, clerks, stenographers, copywriters, commercial artists, editors, sales and advertising managers, department and chain store managers, engineers, factory superintendents." Further information from the originator of the plan, Sidney W. Edlund, Riverside, Conn.

The Forty-Plus Clubs grew out of the work of the forty-plus committee of the Sales Executives Club of New York City, to help tackle the employment problems of "the executive past forty." The clubs are now active in some thirty communities. In New York, where one of the requirements for membership is a previous executive job paying at least $4,000, the club in March 1940 had 129 members and 177 "alumni" which it had helped return to industry. The Kansas City, Mo. club reported in November 1939 that of sixty-five members, forty-five had been placed. Further information about methods of organization and work from Henry Simler, chairman of the National Forty-Plus Committee, 115 Worth Street, New York.

Guild Settlement—The American Newspaper Guild, CIO affiliate, claims as a major union victory the settlement of the strike against the Chicago Hearst papers which had dragged on for seventeen months. Chief provisions of the contract ending the strike are: reinstatement of the eight guild members whose dismissal led to the strike call on December 5, 1938; rehiring of 115 of the 167 active participants in the strike; payment of $24,000 in "severance indemnity" to the 52 workers not rehired; halting Hearst suits against the guild; recognition of the guild as sole bargaining agent for its members in the editorial and commercial departments; exclusive bargaining rights to the winner of an election to be held within the next six months, to give workers a chance to choose as between the guild and two AFL affiliates; some salary increases, and reopening of minimum salary rates in the commercial department. The new contract will run for eight months, and will expire simultaneously with the AFL agreement. By that time the election will have determined whether the guild or an AFL union is to serve as sole bargaining agent.

Older and Younger Workers—A recent analysis of 396,632 persons applying for work in December 1939 through the New York City offices of the State Employment Service shows the seriousness of the unemployment problem of older workers and of inexperienced youth in certain occupations. Of the applicants, more than 270,000 (nearly 70 percent) were men; almost a fourth (95,909) were operatives and similar industrial workers; and 72,000 (nearly a fifth) were seeking jobs in clerical, sales, and kindred white collar callings. About one fourth of the women job seekers were forty years of age or over, but nearly half (48.4 percent) of the men were in this age group. Occupations in which the largest proportion of men applicants were in the "over forty" group were: protective and personal service (71 percent); skilled craftsmen and foremen (62); managers and officials (61); factory operatives and kindred workers (52). The largest proportion of female applicants over forty were found in factory operatives and kindred workers, where they constituted 35 percent of the group, and domestic service, 45 percent.

Applicants under twenty-five years of age made up 21 percent of the total. About 40 percent of these young people were occupationally "unclassified" as they did not have the experience or training necessary for classification. Of the total number of applicants for clerical positions, 27 percent were under the age of twenty-five; of factory operatives, 13 percent; of laborers, 15 percent; and of sales clerks, 17 percent. In domestic service, fewer than 10 percent of the applicants were under the age of twenty-five, clearly indicating that young people are not interested in this field of work. "Age, Sex, and Occupation of Applicants for Work in New York City." Bureau of Research and Statistics, Division of Placement and Unemployment Insurance, 342 Madison Avenue, New York.

Married Women Workers — Seeking information as to the current practice in regard to the employment of married women, the National Industrial Conference Board, 247 Park Avenue, New York, recently addressed an inquiry to a list of concerns, including manufacturers, retail stores, financial houses, and others. Replies were received from 484 employers, with workers totalling 1,150,646. Practically 75 percent of the companies stated that they had no definite policy in regard to women factory workers; over half stated that they had no rule on the subject for office workers. About half the employers encourage or permit women to hold their jobs after marriage; in about 90 percent of the companies, women factory employes may keep their jobs after marriage under certain conditions; in about 77 percent of the 484 firms, women office workers may do so. The policy of "no married women in this office" is most general in banks and insurance companies. Of the 372 manufacturers included in the survey, fifty-two (about 14 percent) compel office women to give up their jobs if they marry, and thirty-one (about 9 percent) require factory women to do so.

Record and Report—The thorny question as to whether the Wagner act does and should require written contracts between employer and union is explored in

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a National Labor Relations Board bulletin, "Written Trade Agreements and Collective Bargaining." Price 35 cents from the superintendent of documents, Washington, D. C. The bulletin is "a collection and extension of economic materials prepared in [NLRB] cases relating to the written agreement." . . . The American Association for Labor Legislation has called attention to the need for studies of workmen's compensation laws and administration at the end of this country's first twenty-five years of experience with such legislation. Such a survey of one phase of the subject, prepared by John B. Andrews, secretary of the association, has been published as Bulletin No. 30 of the Division of Labor Statistics, U. S. Department of Labor, under the title, "Progress of State Insurance Funds Under Workmen's Compensation." Price 15 cents from the superintendent of documents, Washington, D. C. . . . The National Child Labor Committee offers a 38-page pamphlet, "Child Labor Facts, 1939-1940," by Gertrude Folks Zimand. Price 25 cents from the committee, 419 Fourth Avenue, New York. . . . The need for more logical wage structures in American business and industry, and a basis for constructive planning to this end, are presented in "Wage Setting Based on Job Analysis and Evaluation," a monograph by C. Canby Balderston, published by Industrial Relations Counselors, Inc., RKO Building, New York City. Price $1.

The Aged

SUBTRACTING from age in an effort to stay young seems no longer to be a popular pastime, at least for persons who have reached sixty-five. More than 3,000 letters a week pour into the U. S. Bureau of the Census from persons seeking to prove that they are old enough to be eligible for old age assistance or insurance. The bureau has had to increase its staff and take on WPA helpers to keep up with the requests which are expected to amount to 200,000 before the year is out.

Restricted—More than the wanderlust must trouble Iowa's old age assistance recipients if they wish to travel out of the state. A recent ruling of the Iowa Social Welfare Board requires that aged gadders must receive permission of the board before leaving the state. This will be granted only when trips are urgent by reason of "infirmities of age," health or economic necessity. In no case may the absence exceed ninety days.

Active—Probably the most aged recipient of unemployment compensation is the Illinois centenarian who recently lost his job with an ice company because he was "getting too old." The hundred-year-old iceman will receive old age assistance when his $16 a week compensation is exhausted. His seventy-five year old son has stepped into his job. . . . A ninety-two-year-old woman recently reported earnings to the Illinois Division of Old Age Assistance, saying she wished them deducted from her allowance. She partially supports herself through a sunbonnet "factory" which she conducts in her three-room home. Living and working alone, she has turned out over 300 sunbonnets in the past eighteen months.

Waiting—Mortality among Florida's old age assistance recipients was so high during the past winter that funds are expected to be available for additions to the rolls. The new recipients will be chosen from applications made last September, October, and November. . . . In Michigan, 12,000 persons now on the old age assistance waiting list will be added to the rolls sometime before January 1, 1941. However, there still will be left 10,000 applicants for whom no funds will be available until the next meeting of the legislature.

Wisconsin Homes—Contrary to expectations, the old age assistance program in Wisconsin, adopted in 1935 to comply with the federal Social Security Act, has had little effect upon the population of the county homes. In spite of the fact that the counties are reimbursed, 80 percent from state and federal funds, for monies spent on old age assistance and must bear the entire cost of maintaining the homes, figures for the period (June 1935-March 1939) gathered by the division of research and statistics of the State Pension Department show a decline of only 123 in the number of persons over sixty years of age living in the homes. OAA rolls increased by leaps and bounds during the period and embraced 42,500 persons in March 1939, as compared to 2,500 in June 1935. At the earlier date the number of persons receiving assistance grants and the number in county homes were approximately equal. The State Pension Department points to two factors which contribute to keeping up the population in the homes. One is the Wisconsin law which prohibits the granting of old age assistance to aliens. As a result, although the proportion of aliens over sixty-five in the general population is but 13 percent, it is 26 percent in the county homes. The other factor is the tendency of old persons to need medical and nursing care. Over 21 percent of the old persons in the county homes were receiving this type of care, most of them for chronic ailments.

Statistics show that over one fourth of the state's old age assistance recipients do not live with their families. The possibility that they may in future require medical or nursing care makes them potential county home inmates. Studies of the Pension Department indicate that actually many of these persons would be better off at the present time in the homes than living alone, because of the need of such care. However, the county's share of the cost of their monthly OAA grants is only $6 as compared to the $1 daily cost of keeping them in a home. Therefore, although the total cost of giving the enfeebled old person institutional care is no more than the cost of an OAA payment, it is to the county's advantage to grant old age assistance. This situation also affects old persons requiring other types of supervision, such as the mentally enfeebled or maladjusted.

Recreation—Recognizing the lack of recreational facilities for older women who live alone, the section on housing for women of the New York City Welfare Council has stimulated the establishment of a daytime club for Negro women of advanced age. Space is being provided by St. Philip's Home for the Aged in Harlem; funds for renovation and furnishings, by the Federation of Protestant Welfare Agencies; the operating budget by the Greater New York Fund. The YWCA will be responsible for the project's administration and supervision.

No Proof—Baptismal certificates, church records, and the like are not to be accepted as proof of age for old age assistance in New York State, as the Butler bill allowing these forms of documentary proof recently was vetoed by the governor.

Housing

BY the end of June, 140,000 individuals will have left their former slum dwellings for good homes in completed public housing projects, including the forty-nine built by the former Public Works Administration housing division and subsequently turned over to United States Housing Authority. Of the 435 projects in the current USHA program ultimately to house 160,000 families (over a half million people), 286 will be under construction or completed by early summer. Monthly rents including utility charges in USHA financed developments average less than $20 in the North, and about $15 in the South. Detailed data as to USHA activities up to December 31, 1939 may be found in its report obtainable from the U. S. Government Printing Office, Washington, D. C. . . . Whether the USHA will have funds available to continue its program depends on passage of Senate bill S591 in its present or amended form.

Housing and Health—Frequency of illness disabling the patient for at least

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a week is greater in a crowded dwelling; the incidence of pneumonia and tuberculosis increases with an increase in home crowding; the common communicable diseases of childhood show an earlier age incidence in crowded households; a relationship exists between digestive diseases and lack of proper toilet facilities; the frequency of home accidents decreases as rental or value of dwelling units goes up. These are among the findings of the environmental sanitation section of the National Health Survey, summarized and interpreted by Rollo H. Britten, J. E. Brown, and Isidore Altman in the spring issue of the Milbank Memorial Fund *Quarterly*. The authors, who took part in the study, maintain a scientific approach through an awareness of the existence of other accompanying factors prejudicial to health. . . . Other developments in the field of housing and health research are summarized by Bleeker Marquette in an article, "Housing and Health Relationships Reexamined," which appeared in a recent issue of *Public Health Reports,* bulletin of the U. S. Public Health Service.

Rural Housing—About 60 percent of all farm families, aproximately 4,000,000 people, are inadequately housed, according to figures in "Rural Housing," a U. S. Housing Authority pamphlet which explains the new USHA-FSA housing program. Loans aggregating over $2,500,000 for 1,300 farm dwellings, the first allocation under this program, were approved by the President some weeks ago. The cost per dwelling unit is estimated at $2,000.

The Farm Security Administration has announced approval of the first thirty loans for $500 cottages—the lowest-cost houses built under FSA to date—made under the scattered labor homes phase of its program. The loans are being made to displaced farmers in southeast Missouri who are now homeless, living doubled up with other families or in shacks. It is anticipated that a minimum of thirty-five loans will be cleared weekly until 200 to 300 cottages are provided.

Again a Pioneer—New York State's commissioner of housing, Edward Weinfeld, has approved a plan for fifty one-room apartments for single, elderly men and women as a part of the state-financed housing project to be built in the Navy Yard section of Brooklyn. Each of these small apartments will have cooking, washing, and toilet facilities; some will have private baths. The whole development, to contain 3,528 dwelling units at a cost of over $20,000,000 will be the largest public housing project in the country and the first to be constructed under the 1939 Public Housing Law of New York. This statute is the first in the country empowering a state to finance public housing.

EDITH ELMER WOOD

Because of her many years of "pioneering service and devotion to slum clearance and low cost housing developments," the Citywide Tenants Council of New York City has presented Mrs. Wood with the handsome plaque which constitutes the council's "first annual award for meritorious housing service." The presentation was made at a dinner last month sponsored by some 150 citizens concerned with housing, who welcomed the opportunity to recognize Mrs. Wood's distinguished contribution to this field of public service.

A picture of New York State's housing needs and what is being accomplished under the federal and state program, including a detailed description of the fourteen completed public housing projects located in seven cities, may be found in the first annual report of the state commissioner of housing. A third of a million families in the state who live in substandard houses are in New York City but, says Commissioner Weinfeld, conditions in small towns and villages are as bad in many instances as the worst conditions in larger cities, from the standpoint of overcrowding, lack of sanitary convenience, inadequate water supply, fire hazards, dilapidation, and general undesirability. With the view of improving this situation, the Division of Housing is making an intensive study of conditions in smaller communities.

Rehabilitation and FHA—Insurance on single mortgages up to $100,000 on rehabilitation projects, if at least sixteen dwelling units are provided, is the latest addendum to the Federal Housing Administration's program. While it is recommended that the remodelled apartments be in one building, this is not mandatory. Rents, however, must be substantially lower than similar accommodations in new buildings and must meet the housing needs and rental market of the neighborhood. Whether this experiment will bring about neighborhood rehabilitation or perpetuate undesirable areas spotted with good housing is a moot question.

Rent Relief—That there is still no consistent policy and practice regarding rent payments for relief clients of public agencies, is indicated by a study recently made by the United States Conference of Mayors. Ten questions were submitted to municipal relief agencies in thirty typical cities varying in size from Lexington, Ky., with a population under 50,000, to Chicago, with nearly 3,500,000. Replies showed that the determining factors affecting relief rents are circumstances such as lack of funds and size of case load, rather than any accepted standards of assistance.

Methods used to compute the amount of rent allowance vary. In some instances, the number of rooms needed is the yardstick, while in others it is an arbitrarily fixed maximum rental allowance, the rent contracted for by the applicant, the cost of maintaining an established standard of living, or, as in one city only, the size of the family to be housed. Agencies of eighteen cities admitted that the amount of money allocated for rent in the general relief grant could provide only substandard housing—in ten cities the worst housing in the community. The results of the study, analyzed and summarized by Jean Coman, may be obtained in booklet form from the U. S. Conference of Mayors, 730 Jackson Place, Washington, D. C. Price 50 cents.

Cooperation—The story of how one of the largest public housing projects in the country is gearing its community program to the needs of the surrounding neighborhood, presents a working model for the theory that a public housing project should not be an isolated part of the community. The tenants of Queensbridge—a 3,129-dwelling-unit development in New York—recently joined with the city housing authority in asking the local Queen's Community Council for advice on putting to most effective use the recreational facilities included in the project. At the council's suggestion financial assistance was secured from the Greater New York Fund for a community program for the entire neighborhood, which is otherwise lacking in adequate provisions for recreational activities. Centered in Queensbridge, the program will be conducted by the new Queensbridge Community Association, formed after a careful study made by an interagency administrative committee. The

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new association is comprised of representatives of religious and other organizations to which persons in the neighborhood belong. Its first executive is Earl Kaufman, Jr., formerly director of community activities at Washburn College, Topeka, Kan.

In Print—The third revision of "An Outline for a Housing Study Course," an aid for the primary school teacher, is divided into seven parts in addition to an introduction, bibliography, and glossary. Price 50 cents from the Committee on Housing, Welfare Council, 122 East 22 Street, New York. . . . How more than a quarter of a million people live in New York City is described in a mimeographed booklet, "Life in One Room," published by the Community Service Society of New York. Based on research done by its committee on housing, this report reveals the seriousness of New York's rooming house problem. Price 50 cents from Community Service Society, 105 East 22 Street, New York. . . . Proceedings of the ninth annual meeting of the National Public Housing Conference held in Washington last January are now available in pamphlet form under the title of "Broadening the Base of Public Housing." Price 25 cents from NPHC, 122 East 22 Street, New York. . . . A forthright statement as to the joint administrative responsibility of housing and welfare officials—including recommendations and suggested procedures—has been issued by the American Public Welfare Association and the National Association of Housing Officials, both located at 1313 East 60 Street, Chicago. . . . Housing conditions among Chicago's Negroes and what should be done about them is the subject of a brief publication of the Council for Social Action of the Congregational and Christian Churches, prepared by Horace R. Cayton. Price 15 cents from the council, 289 Fourth Avenue, New York.

Adult Education

ISSUES in adult education in this country were defined in the first section of the annual report of Morse A. Cartwright, director of the American Association for Adult Education, presented at the fifteenth annual meeting of the association held in New York, May 20-24. Such opinion as was expressed, the report stated, was the director's personal belief on the questions raised, not the opinion of the association or of its governing board. Mr. Cartwright sees as the frame of reference for adult education in this country the problems of democracy itself, and its orderly functioning. In relation to this, he examines the issue of "education for social action," a mistaken "get educated quick" policy which he holds is now discredited. A second issue is "vocationalism," with a sane balance between the vocationalists and the culturalists as the real goal. Mr. Cartwright reiterates his criticism of pending legislation for federal aid to adult education, holding that "control inevitably follows the purse strings." He clarifies this position further by the statement that he finds himself "in favor of federal subsidies in special fields of educational activity for adults." The director finds the twin issues of "liberalism *versus* extremism" and of "tolerance *versus* intolerance" involved in workers' education, and warns against the use of the term workers' education to mask efforts designed not for educational but for propaganda ends. Finally, Mr. Cartwright points to the dangers of the "gadget era"—radio, motion pictures, picture magazines, the coming use of television—through which persons wholly unequipped for the task "proceed to exercise an educational function in the molding of public opinion." Mr. Cartwright sees government control in these fields in this country as "unwise and unthinkable," and urges "cooperation between education, on the one hand, and the commercial and industrial interests now in control, on the other." The report included a summary of the fifteen-year program of the association, and a more detailed presentation of the work of the past year, including sections on studies and publications, conferences, Readability Laboratory, libraries, universities, public schools, forums, workers' education, radio education, Negro adult education, science, housing, National Occupational Conference, changes in adult education responsibility and policy prompted by the outbreak of war abroad.

Workers' Education — The Southern Summer School for Workers will hold its fourteenth session from July 23 to September 3 on the campus of the Asheville Normal College in Asheville, N. C. The school will be open, as usual, to both men and women workers in industry or agriculture from all over the South. A two weeks short course will be held August 5-18. Information from the New York City office of the school, 437 West 59 Street. . . . The question of public support of workers' education is explored in a study by Eleanor G. Coit, published by the American Labor Education Service, Inc., 437 West 59 Street, New York, under the title, "Government Support of Workers' Education." The pamphlet is based on Miss Coit's study of the notable workers' education program of Denmark and Sweden, and her long acquaintance with workers' education in this country.

"In Terms of People"—A new kind of annual report is offered by the New York Adult Education Council, 254 Fourth Avenue, New York. Instead of statistics as to numbers of interviews, numbers of courses listed, and so on, this agency, which serves as a clearing house of information on adult education opportunities in Greater New York, has brought together a series of short sketches, each of which shows one type of inquiry received by the council, and how it is handled. Here, among many others, are young people aware that they need and want something to supplement inadequate schooling, elderly people groping for new interests, refugees with language handicaps, Americans with a need or a desire to learn foreign languages, a club of household workers in search of information on educational courses, trips, and exhibits. The report was "written, in memory of Dr. John H. Finley, president of the council from its founding in 1933, by Amelia Girden on behalf of the board of directors."

Record and Report — The Carnegie Endowment for International Peace has compiled a "Handbook for Discussion Leaders" on American problems as they are affected by international relations. Price 10 cents from the endowment, 405 West 117 Street, New York. . . . The Rochester Board of Education and the New York State Department of Education have cooperated in a volume of "narrative reports" detailing the methods and accomplishments of the adult education programs carried on in Rochester, N. Y., by the Board of Education and the WPA. The two programs registered 21,000 students during the past year. . . . Most recent of the studies of the social significance of adult education in this country, being made by the American Association for Adult Education, is "Adult Education Councils," by Ruth Kotinsky. Price $1.25 from the association, 60 East 42 Street, New York. . . . The American Labor Education Service offers a "Supplement to the Annotated List of Pamphlet Material for Workers' Classes" covering 1938-1939 publications. Price 10 cents from the service, 437 West 59 Street, New York.

Relief

LAST month Columbus, Ohio, narrowly escaped being the setting for the relief-crisis-of-the-month when all relief was stopped on May 1 because of the exhaustion of funds. The situation was saved by a ruling of the city attorney making it possible to resume the issuance of grocery orders the next day. The ruling allowed the city to encumber $175,000 in "anticipated income"—surplus utilities excise collections whose ownership is now under dispute between county and city. Wholesale grocers, who

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are holding $400,000 worth of city I.O.U.'s for relief issued, have been promised $25,000 in May and June, the rest of the $175,000 when, as, and if, the funds are collected. The city faces another test of its ability to finance relief the eighteenth of this month when the citizens go to the polls to vote on an amendment to the city charter. The amendment would give the city the authority to raise extra funds without submitting each proposition to the voters.

Cash and Carry — The results of a questionnaire answered recently by 3,012 relief recipients in Rochester, N. Y., showed 2,992 persons in favor of the present system of cash relief; five preferring a voucher system; fifteen indifferent. Nearly half of those favoring cash stressed economic reasons, such as the ability to obtain bargains, as underlying their preference. . . . Cincinnati, often called progressive, is still on a voucher relief system. Families must call at relief stations twice a month for the vouchers which are made out according to the type of goods or service to be rendered, such as food, milk, rent, gas or electricity.

Heavy Load—In San Antonio, Tex., the nine social workers in the City-County Family Welfare Agency, local relief agency, are carrying a total case load of 8,000. New applicants last April were given appointments for first interviews next September.

City Farmers—Since its establishment six years ago last month as the New York City Welfare Department's rehabilitation farm for unattached men, Camp La Guardia has had more than 4,000 "guests." During the period the men have raised crops valued at approximately $300,000. Over half the men who have stayed at the camp have since found jobs in private industry.

Going Down—Last month Pennsylvania's general relief rolls reached their lowest point in three years, following a steady decline since the middle of March. While much of the decrease was due to a transfer of many general relief cases to old age assistance and WPA rolls, the month began with the first week in twenty-one in which the number of persons who left the rolls for private employment compared favorably with the number who were added to the rolls because of loss of employment. It is estimated that 70 percent of the 189,000 families receiving direct relief in Pennsylvania contain unemployed employable members.

No More Lists—Three months of publishing the names of relief recipients in a Minnesota county failed to produce any results other than a few anonymous complaints which could not be substantiated. Finding its relief intake unaffected, the county recently abandoned the policy urged upon it by a citizen's group and a local newspaper as a means of bringing to light ineligible persons or excessive grants.

Concerning Children

"CHILDREN in a Democracy," the general report adopted last January by the White House Conference on Children in a Democracy [see *Survey Midmonthly*, February 1940] is now in print. Generously illustrated with pictorial statistics, it presents the problems and needs of American children and the conference's recommendations for meeting them, in language simple and clear enough for the understanding of anyone. Eleven parts comprise the report: the goals of democracy, the child in the family, religion in the lives of children, educational services in the community, protection against child labor, youth and their needs, conserving the health of children, children under special disadvantages, public administration and financing, government by the people, a call to action. Price 20 cents from the superintendent of documents, Washington, D. C.

Summer Plan—Musicians, circus men, cabinet makers, former football stars are among the WPA "recreational workers" to be assigned at the end of this month to 1,000 playgrounds throughout Pennsylvania in the largest leisure time program for children ever to be undertaken by WPA. Conceived as an effort to smash juvenile delinquency, the plan will function from the close of school until its reopening in September. Projects are to include arts and crafts instruction, the organization of musical groups, classes in the making of simple musical instruments. Attempts will be made through the leisure time groups to stimulate children into organizing permanent self-governing bodies patterned after Pittsburgh's Hill City. [See "A Gang Goes Uphill," by Webb Waldron, *Survey Graphic*, March 1940.]

For Parents—In an effort to develop "a better intellectual understanding of children" in its foster parents, the Jewish Social Service Bureau in Pittsburgh has for several years conducted a group education program for the foster mothers with whom its children are placed. Last year, for the first time, the bimonthly evening lectures were opened to fathers. Subjects included an interpretation of the agency's program, the particular difficulties facing Jewish parents, food planning for children. At afternoon meetings held in alternate months, foster mothers informally discussed specific problems of child care. Among them were the child and the use of money, the meaning of play to a child, the relation between the case worker and foster parent. . . . Similar programs have been carried on under public auspices in Franklin County, Ohio, where the Court of Domestic Relations for ten years has sponsored study groups for parents of children on probation. Groups are led by volunteers chosen by the court from lists of community-minded persons submitted by ministers, the superintendent of schools, the Parent-Teachers Association. Last year the leaders decided that they needed the cooperation of the parents in planning realistic programs. Accordingly, four groups of parents of five or six couples each met regularly with the leaders for seven weeks to exchange ideas and experiences in the handling of children. Notes of these meetings were summarized and made available to other group leaders. Among the topics discussed were parental discipline, school attendance, part time employment, leisure time activities, correction of bad habits.

Dependent Children—More than 13,000 dependent children in broken homes received some type of relief in South Dakota in the period from July 1, 1937 to June 30, 1938, but with little regard to their special need of protection. These were the findings of a study recently completed by the State Agricultural Experimental Station in cooperation with the WPA, undertaken in an effort to evaluate the need of an aid to dependent children program in the state—one of seven still lacking such a program. According to the report, the state mothers' pensions system is slipshod and spotty, depending on the whim or financial ability of the individual counties. A statistical analysis of the broken families shows that the children's largest single source of support during the survey period was WPA wages, often earned by the mother. The next largest source of support was county funds, including direct relief and mothers' pensions. The report concludes that the adoption of a federal-state ADC program would not only enable many of the mothers to stay with their children but would open up their WPA jobs to persons receiving direct relief. In this manner and by bringing in additional federal funds, the report explains, the program would effect considerable savings for the state. Bulletin No. 332, from the Department of Rural Sociology, South Dakota State College, Brookings, S. D.

Hopeful—Traffic regulation and knowledge of disease prevention probably will prevent an increase in the next ten years in the number of crippled children in New York City, says Dr. Philip D. Wilson, chairman of the mayor's Commission for the Study of Crippled Children. There are now 20,000 children

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within the city registered as crippled. Last month the commission handed the mayor the results of its two-year study made possible through federal funds secured from the Children's Bureau. The principal recommendation involves the establishment of a coordinated crippled children's service within the city Department of Health. The report also recommends amendment of the Children's Court Act to remove from the courts the responsibility for approval of applications for service and to place that responsibility in a municipal administrative department.

In Print—"Twenty-five Years of Progress in Education" contains the proceedings of the Fifth Conference on Education and the Exceptional Child held under the auspices of the child research clinic of the Woods Schools, Langhorne, Pa. Papers discuss the development of child study and methods for the education of abnormal children; mental hygiene as applied in the classroom and to the individual child; the relations of emotions to learning. Single copies on request, from Irene S. Seipt, director of the clinic. . . . The 1940 directory of the Child Welfare League of America lists the league's 170 constituent organization members with the names of their directors. It is prefaced by an outline of the agreements and procedures for interagency service. Price 50 cents from the league, 130 East 22 Street, New York.

The Public's Health

"THERE are at least 2000 opportunities for practice of which American physicians have not availed themselves," says Dr. David L. Edsall, chairman of the National Committee for the Resettlement of Foreign Physicians, in an article appearing in a recent issue of the *Journal of the American Medical Association*. Set up to evaluate the ability of the emigré physician, to assist those found competent in preparing to meet American medical requirements, and to direct them to places where medical services are needed, the committee has made a careful study of the problem presented by the refugee physician. What it found in the present attitude of many American medical men was "a complete misapprehension and needless panic," prompted by economic fears. Only 2,544 foreign physicians immigrated to the United States between July 1934 and September 1939. More than 1,000 of these already have become established in practice in this country, leaving but 1,500 awaiting the opportunity. Exceeding this number, according to Dr. Edsall, is the number of rural communities throughout the country with insufficient medical services because "American physicians have found these locations undesirable and because refugee physicians cannot obtain licenses to practice there." At present forty-four states have some restrictions against foreign physicians; twenty-six and the District of Columbia require full citizenship before practice; twenty-five and the District of Columbia restrict practice to graduates of approved American or Canadian medical schools; fourteen require interneship in this country.

For Early Arrivals—As a part of Indiana's recently launched program for the better care of premature and newborn babies, the State Bureau of Maternal and Child Health plans to buy upwards of fifteen inexpensive portable incubators which will be distributed throughout the state and made available for loan through the district health departments or other local health services. . . . In Kentucky ninety incubators, which have been built and distributed to the county health departments by the National Youth Administration, are available to local hospitals when needed. Other states where incubators are being made by NYA workers are Illinois and Arkansas.

Gallup on Cancer—Though misconceptions pertaining to cancer are still widespread, polls taken this year and last by the American Institute of Public Opinion under the direction of George Gallup indicate that the public health educational campaigns on this subject are beginning to have some effect. While only 49 percent of the persons questioned a year ago believed that cancer was curable, 56 percent of those quizzed in a poll taken recently believed that the disease was curable if treated in time. Fewer people now believe that cancer is contagious: a year ago, 20 percent believed that the disease could be "caught" in the manner of a bad cold or the "flu"; this year only 15 percent held this belief. The polls showed that people in the northern and western states are better informed on the subject than in other parts of the country—interesting in view of the fact that these are the states with the highest cancer deathrates. [See *Survey Midmonthly*, February 1940, page 75.] Only 38 percent of the persons interviewed this year knew any of the symptoms of cancer. Assisting the institute in the survey was the American Society for the Control of Cancer.

About V. D.—Canada's first social hygiene campaign, sponsored this year in Saskatoon, Sask., promises to develop into a nationwide campaign next year. Begun in January by the Young Men's Section of the Saskatoon Board of Trade, the campaign was taken up by organizations in six localities within the province of Saskatchewan. Other localities expressed interest but did not participate this year because of lack of time for preparation. The work of the campaign included the distribution of social hygiene literature, the arranging of discussion meetings and lectures on the subject. The possibilities of a nationwide drive for 1941 are now under consideration by the Junior Chamber of Commerce of Canada at Montreal and by the Health League of Canada. . . . Only 1 percent of the Wasserman tests recently given by the New York State Labor Department to 700 industrial workers were positive. All of the women, who constituted 10 percent of the group, showed negative reactions. . . . The incidence of congenital syphilis among children less than a year old has decreased more than 50 percent in Connecticut since the enactment of the prenatal blood test law three years ago.

A recent poll taken on knowledge of venereal diseases among 312 students of a normal college in Illinois indicates that the haze which has always surrounded the subject has not yet been driven away entirely. Though the questions were relatively simple and non-technical, the average score was only 68 percent correct. Highest was 96 percent; lowest 24 percent. . . . Two out of every 1,000 undergraduate students have syphilis if the results of serological tests of nearly

GRACE LOUCKS ELLIOTT

Several books on psychological subjects and several degrees in religious education testify that Grace Loucks Elliott comes not unarmed to her new post as president of the Young Women's Christian Associations of the United States. Mrs. Elliott is author of "Understanding the Adolescent Girl," "The Sex Life of Youth," and "Women After Forty." She is a graduate of Findlay College and holds an M.A. and a Ph.D. from Columbia University. Her YWCA work has included service as national student secretary, chairman of the national employed personnel committee, membership on the national board.

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80,000 students in over 500 colleges are indicative. The survey was conducted by the U. S. Public Health Service. . . . In Lansing, Mich., an arrangement between school officials and the medical profession has provided highschool students with a series of lectures by local physicians on sex hygiene and the venereal diseases. . . . In California, slightly over 1 percent of the 1,094 NYA applicants and employes recently given serological tests for syphilis showed positive reactions. Only three out of the twelve infected persons were previously aware of their condition. All NYA workers on residence projects were required to take the tests.

Sickness and Death—Though there is more sickness in childhood than in youth, the minimum number of deaths of all ages occurs between the ages of ten and fourteen, according to a study recently published in *Public Health Reports,* bulletin of the U. S. Public Health Service. Statements are based on a survey of the frequency and duration of illness for a twelve-month period among 8,758 white families in 130 localities in eighteen states. Other findings show that the lowest rates of illness among females occur between the ages of fifteen and nineteen; among males, between twenty and twenty-four. The rates of illness for females are consistently higher than for males, even where based only on illnesses common to both sexes. However, the mortality rates among females are definitely lower than among males of the same ages.

For the Indigent—A new position of medical coordinator has been established in the Minnesota Division of Social Welfare in an effort to integrate the variety of medical work carried on by state welfare agencies and institutions and to cooperate with federal agencies in supplying special services or conducting research in the field of medical care. Dr. H. E. Hillboe will add to his duties as chief of the division's medical unit those involved in the newly created post.

Tb. Work—Since the introduction of a health program for the "local homeless" by New York City's Department of Welfare a year and a half ago, the incidence of active tuberculosis has dropped from 5.6 percent to 3.8 percent among the unattached white males on relief; from 2.9 percent to 2.1 percent among the Negro males. . . . Last month the tuberculosis service project of the New York City WPA launched a program for the examination of 25,000 vocational school pupils when it X-rayed the chests of 3,000 students of the Manhattan Highschool of Aviation. The service also examined 300 civil service applicants for teaching positions with the Department of Education. Similar programs in a huge tuberculosis finding campaign have entailed the X-raying of 24,000 members of the International Ladies Garment Workers Union, 10,000 workers of the Maritime Workers Union, as well as union-wide examinations of fur workers, cooks and chefs, hotel and restaurant workers.

Competition?—"Lack of interest" has caused the temporary abandonment of the Mutual Health Service set up in Washington, D. C. nine months ago by the District of Columbia Medical Society. [See *Survey Midmonthly,* January 1939, page 19.] The decision was made after 2,219 circulars sent to government employes brought responses from only 265 persons who were both eligible and interested. Concluded the society in its report, "These . . . figures would seem to refute frequent public statements that there is a great demand for prepaid medical service." Ignored as a possible factor in the lack of interest in the medical society's plan was the success and popularity of the Group Health Association, Washington's medical service cooperative for employes of the executive branch of the federal government. [See *Survey Midmonthly,* January 1939, page 19 and May 1939, page 149.]

Professional

NEWEST of the forty-seven state conferences of social work, the Idaho conference met for the first time this spring. On the agenda for the meetings, which were held in Boise, were lectures and discussions concerning youth needs, medical care, community organization, case work, group work. Nearly 300 persons registered at the conference booth. The new organization is a culmination of nearly two years of planning on the part of members of the Boise Federation of Social Workers.

Blanketed In—The greatest single extension of civil service in the history of New York State will take place next January when the positions of 10,000 institution attendants will come under civil service classification. No examinations will be required of present incumbents of the jobs, which are in the mental hygiene, correction, and social welfare departments, but, after the first of the year, vacancies must be filled from lists of eligibles established by the state civil service commission.

Institute—This year's program for the children's institute to be held on Amrita Island, Mass., July 15-27, has been arranged by the Amrita Children's Committee, consisting of executives of several children's societies affiliated with the American Humane Association. Subjects scheduled for discussion are: the relationship of public schools to child protection, the legal field in child protection, the child and heredity, the relationship of child protective agencies to other case work agencies, temporary care of children, problems of medical and surgical neglect, psychiatric approach to problems of moral neglect, the child protective field outside the courts, illegitimacy as a nationwide problem, staff participation in program and management, public relations and internal management. Registration fee is $1; board and room, $1.50 daily. Inquire of Robert F. Sellar, 51 Carver Street, Boston.

Qualifications—Women still dominate the social work profession—at least in numbers—if the statistical breakdown of the qualifications of persons admitted to the American Association of Social Workers during 1939 is an indication. The figures, printed in a recent issue of *The Compass,* show that three times as many women as men were admitted to full membership, five times as many women as men to junior membership. Of the 894 new members, 491 were admitted as full members, 381 as junior members, the remainder in a special category. Employment among the new full members was about equally divided between private and public social work with a slight weighting toward private work; of the junior members, three fifths were in public work. Of the full-fledged members, 256 had had two years of graduate study in social work, 212 one year of graduate study. Fourteen of the junior members had had two years in graduate study, 138 one year, the rest less.

For Campers—Devoted to training and study in advanced leadership in camping, the National Camp for Professional Leadership in Camping at Lake Mashipacong, N. J. will conduct its 1940 summer program from July 9 to August 19. The course, offered by Life Camps, Inc. in cooperation with New York University, is planned to interest camp administrators, directors, supervisors, and educators with special interests in camping. It is open to college graduates with "approved experience in camp leadership." Inquire of Life Camps, Inc., 14 West 49 Street, New York.

With the Co-ops

TEN thousand consumer-owners of the first cooperative oil refinery in the United States met in Phillipsburg, Kan. on May 4, to dedicate the new plant. The new enterprise in cooperative production includes an $800,000 refinery and 70-mile pipeline owned by 120,000 cooperative members in ten midwestern states.

Cooperative Project—Workers in the Cooperative Project of the WPA held a dinner May 20 to celebrate the third

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anniversary of the launching of the project under the sponsorship of Mayor La Guardia and the city of New York, and the joint sponsorship of Professors Bernard Ostrolenk of City College, O. S. Morgan and Paul Brissenden of Columbia University, P. Studensky of New York University, and the Cooperative League of the U. S. A. Beginning this summer, the project will be sponsored by the Bureau of Labor Statistics, U. S. Department of Labor. The aim of the project is to make available to business men, journalists, students, consumers, and others the facts about the cooperative movement. To this end, 30,000 publications have been catalogued, and abstracts made of 15,000. The project is planning an encyclopedia of the cooperative movement, and has already published an Index of Laws Pertaining to Cooperation and a complete bibliography on cooperative dairying. A book on cooperative medicine is in process. The headquarters of the project are at 625 Madison Avenue, New York. Its present staff numbers fifty-two.

Co-op Meetings—The twelfth biennial congress of the Cooperative League will be held in Chicago, October 16-18, with the Central States Cooperative League and the Cooperative Union of Chicago as hosts. . . . The fifth annual National Cooperative Recreation School will be held June 14-26 at Heidelberg College, Tiffin, Ohio. The program is designed to provide training for recreation leadership.

Nova Scotia Tour — For the fourth time, plans are being made for a tour of the cooperatives and adult education study groups in Nova Scotia. Catholic, Protestant, and Jewish leaders are participating in the plans, which include visits to representative centers of the work of the 700 coopefative credit unions, stores, fish and lobster processing plants, handcraft, medical and housing units which have developed through the movement founded by Father James J. Tompkins and fostered by St. Francis Xavier University at Antigonish. The tour will also include the rural and industrial conference of the Nova Scotia Cooperatives, August 12-14. Further information from the Cooperative League of the U. S. A., 167 West 12 Street, New York.

Community Affairs

OVER 400 lay and professional representatives of Community Chests and Councils of Social Agencies met in Detroit for two days last month to discuss the question: Are we making the most of the welfare dollar? The occasion was the National Citizens' Conference, annual meeting of Community Chests and Councils, Inc. Three main concerns emerged from the general meetings and roundtable discussions: the necessity of effecting cooperation between the government and community organizations over any program of public assistance, the need for placing more emphasis on preventive services, the urgency of providing some coordination in foreign relief appeals. The latter came out in a burst of impassioned pleas following an explanation of the Red Cross's present activities in Europe by Eliot Wadsworth of the American Red Cross. It culminated in the unanimous adoption of a resolution instructing the conference chairman to appoint a committee to urge President Roosevelt to request the ARC to assume the responsibility of coordinating the various foreign relief appeals and services, and offering the assistance of the Community Chests and Councils in carrying out the program.

Less dramatic but no less real was the concern over the general lack of cooperation between government, whether local, state, or national, and private social work in regard to public welfare programs. Evidence of this emerged frequently in the roundtable discussions where such cooperation was recommended on the basis of budgeting as well as of program planning. Real, too, was the concern with prevention, which came out at the roundtable discussions and at a luncheon meeting where Bradley Buell, field director of Community Chests and Councils, suggested that social breakdown rates as evolved in the recent Stamford study [see "Stamford Studies Itself," by Bradley Buell, *Survey Midmonthly*, September 1939] could serve as a basis on which to build preventive social programs on a keel with the preventive public health programs so effective since the turn of the century.

Presiding at the conference was its new president Robert Cutler, vice president of the Community Federation of Boston.

Cooperation—How a single cooperative study project can reach further than its direct purpose and bring about broader community understanding is the story of the recent study of housing needs of Negro working girls in Los Angeles. The three agencies in the city which offer shelter for young Negro women applied separately to the community fund for permission to expand their activities. The Council of Social Agencies, a department of the Community Welfare Federation, saw in these applications a signal for launching a study which had been held back because of resentment existing within the agencies over recommendations of an earlier federation study. The three shelter agencies were invited to cooperate. Each sent five representatives, both lay and professional, to work with the council's committee. Two subcommittees were formed: one to study the need for shelter agencies; the other, the need for a central room registry. The recommendations included the expansion of one agency; the establishment of a room registry in another and its removal to a "better address"; for the third a change in function from providing shelter to operating as a community center. The agencies' representatives took part in forming the recommendations and any misunderstandings which had existed between them and the community organization were forgotten. Though the study could not solve the complicated problem of housing for young Negro women in Los Angeles, it managed to clear the atmosphere so that the agencies and the community could see the outlines of the larger problem. In Los Angeles, all Negroes are restricted to limited residential areas, and therefore all types of people, "the prostitute, the gambler, the sport, as well as the decent men and women, are forced to live in the same neighborhoods."

Over the Top—Last month for the first time in nine years the Toledo, Ohio, community chest drive topped its goal. The $630,323 raised was $50,674 beyond the amount set. The drive was marked by an intensive publicity campaign enlisting the cooperation of local advertising clubs, press, and radio. Three industrial leaders were co-chairmen of the campaign, with the job of making a community appeal to citizens not so long ago callous enough to let relief offices and schools shut down through the defeat of proposed tax levies.

An Eye to the Future—Over 2,000 potential future contributors to the Allegheny County (Pittsburgh) Community Fund this spring received a glimpse of the meaning of the fund through visits to social agencies. The visitors were students of the public and parochial high-schools. They saw settlements, hospitals, public relief and private family agencies through tours arranged by the cooperation of the community fund and school authorities in a countywide interpretive project. Preparatory material was sent by the fund to the pupils chosen by the schools for the trips. After the visits the students reported back to their schools through assembly talks or articles in school publications.

Youth Committee—In an attempt to reach out to the young people of the community for light on problems involving the young, the Jewish Welfare Society of Philadelphia has formed a Youth Case Committee. Composed of socially minded young persons who are not members of the agency's board, the committee works under the chairmanship of a board member. Its most recent

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study concerned the ever recurrent problem of how much of their earnings children should be expected to contribute to the family's support. The committee recommended that the agency abandon the policy of budgeting all the children's earnings (working expenses were included) in favor of one deducting working expenses from the earnings and allowing the young person to keep 25 percent of the remainder.

In Print—One of the most exhaustive community directories to appear in print is the "Community Resources Book of St. Louis and St. Louis County," issued by the Social Planning Council of St. Louis. A revised and greatly expanded edition of the "Social Service Directory" issued in 1937, the new directory includes an alphabetical listing—with description—of public and private social and health agencies, schools, churches, and recreational and cultural facilities throughout the county. One section of 100 pages contains valuable statistical and descriptive data on the city districts and outlying municipalities. Three indexes arranged alphabetically by persons and by types of service make the book easy to use.

People and Things

ACTION by New York City's Board of Estimate recently cleared the way for construction of the city's first municipally owned welfare center. The board approved the acquirement of a site in Harlem for the location of a six-story building which will be the center for the activities now carried on in three rented district offices for the Department of Welfare. The center will be located across the street from the Harlem Hospital and a city health station, thus bringing health and welfare facilities into convenient proximity.

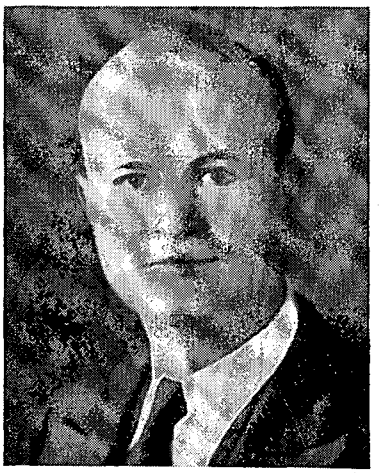
In Academic Halls—Dr. Malcolm S. MacLean, director of the General College at the University of Minnesota, will take office July 1 as the sixth president of Hampton Institute, Hampton, Va. . . . On the same date Edward Lee Thorndike, well known educational psychologist, will retire as professor of education at Teacher's College, Columbia University, a position he has held since 1904. . . . The Social Security Board is losing one of its ablest directors, John Pearson of the New England office, to Dartmouth College where he has been appointed administrative head of the Dartmouth Eye Institute. . . . W. Carson Ryan, Jr., of the Carnegie Foundation for the Advancement of Teaching, has been appointed dean of the School of Education, University of North Carolina. . . . In New York James G. McDonald, president of the Brooklyn Institute of Arts and Sciences, has been named as a member of the Board of Education.

Gifts—A 1200-acre tract of wooded land, near enough to New York City for day excursions as well as weekend camping trips, last month became the property of Boy Scout organizations through the gift of John D. Rockefeller, Jr. The land, near Alpine, N. J., was divided between the Boy Scout Foundation of Greater New York and the North Bergen County (N.J.) Council, Boy Scouts of America. . . . The Irene Kaufmann Settlement in Pittsburgh recently received $5000 through the will of the late Anna B. Heldman, nurse and social worker for many years associated with the settlement. [See *Survey Midmonthly*, July 1939, page 224 and April 1940, page 145.] The bequest will eventually be augmented by the $2500 principal of an insurance policy.

Social Workers—By virtue of civil service competition Clinton W. Areson, chief probation officer of the New York City Domestic Relations Court, has been appointed superintendent of the New York State Agricultural and Industrial School at Industry, N. Y. . . . Similarly Inez B. Patterson, superintendent of the Minnesota State Home School for Girls, has been named to head the New York State Training School for Girls at Hudson, N. Y. . . . Alice Padgett, erstwhile assistant editor of the *Catholic Charities Review*, is now instructor in child welfare at the Catholic University School of Social Work, Washington, D. C. . . . The Pittsburgh Board of Education and the University of Pittsburgh have jointly appointed Florence Poole, formerly of the Family Society, Evanston, Ill., as consultant in home and school visiting for the public schools and as field instructor in home and school consulting for the university's School of Applied Social Sciences. . . . Frederick C. Monroe has resigned as secretary and director of the Boston Metropolitan Chapter of the American Red Cross. Succeeding him is William E. Chamberlain, for twenty-three years an officer of a leading Boston bank and long identified with the boards of various agencies.

Among recent "chest moves" are: Robert O. Loosley, from Pennsylvania, where for seven years he was manager of the Community Chest of Erie County, to Rhode Island where he will become executive secretary of the Providence Community Fund and Council of Social Agencies; Joseph D. Gibbon from Michigan, where he was executive secretary of the Greater Lansing Community Chest, to Minnesota where he will hold the same position with the St. Paul Community Chest.

The U. S. Department of Justice has appointed Edgar M. Gerlach, warden of the federal detention headquarters in New York City, to the post of warden of the new federal correctional institution at Danbury, Conn.



JOHN R. NICHOLS

The Idaho State Conference of Social Work [see page 209] has elected as its first president John R. Nichols, dean of the southern branch, University of Idaho. Dean Nichols is also president of the Northwest Conference on High-school and College Hygiene. It was his work with the latter organization which first stimulated his interest in general social service. Says he, "I feel that many of our educational efforts are fruitless without the preliminary groundwork of good health and security which health and welfare agencies attempt to achieve."

In Memoriam—The seventh anniversary of the establishment of the country's first CCC camp was observed recently through a commemorative ceremony at Camp 92, Almond, N. Y. in honor of the late Robert Fechner, national director of the CCC during its first six years. Highlight of the ceremony was the planting of the millionth tree raised at the camp's forest tree nursery.

Incorporated—In response to requests for service from non-college persons, the Marriage and Family Council at Chapel Hill, N. C. has enlarged its staff and become incorporated under North Carolina laws. Heading the new non-profit organization are Ernest R. and Gladys H. Groves.

Season's Greetings—Wedding bells ring out this month for Glen Leet, former Washington correspondent for the *Survey Midmonthly*, now executive secretary of the Rhode Island State Department of Social Welfare. The bride is Marsha Hatch, daughter of Senator and Mrs. Carl A. Hatch of New Mexico.

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Book Reviews

Case History

THE TRIUMPH OF WILLIE POND, by Caroline Slade. Vanguard. 370 pp. Price $2.50, postpaid by Survey Associates, Inc.

THE formula of fiction does not conceal the fact that Mrs. Slade has written a case history that could be documented from the records of many a welfare office. It is a cruel story and she tells it ruthlessly.

There wasn't a thing the matter with the Ponds but poverty. As long as Willie had his $27.50 job in the mill they got along fine, even though the babies kept coming with clocklike regularity. But the mill shut down and the Ponds were tossed to the wolves of meager grudging relief with WPA ditchdigging for frail, factory-bred Willie. They couldn't take it. Sarah, the wife, dissolved into a slatternly lump; the older children became "knowing" in their search for a way out; the younger ones were sickly and scrawny.

And then one day a car hit Willie and broke his leg and at the hospital it was discovered that he had tuberculosis, as anyone might have known for months past. Then things began to happen. Willie was moved to the fine new hospital in the mountains. "Nothing's too good for you Tb people," said the driver of the ambulance. "Just the road up the mountain cost near $80,000." The family, because of Willie's incapacity for work, was transferred from "the welfare" to the category of aid to dependent children. Now Sarah got "regular money," could move out of the vermin infested "beehive" into decent rooms, could give the children a bed apiece and enough to eat. Sarah wasn't such a bad manager when she had something to manage with.

But unfortunately, after two years, medical science triumphed and Willie got well. He'd never be very strong, but he could return home and do light work. And of course with Willie home and able to work, Sarah's "regular money" for the children would stop. Willie figured out that his care had cost the county nearly $2000 a year. He wondered why a sick man was worth so much and a well man hardly anything at all. "I do not understand it," he said in the note he wrote to his doctor, "but I was careful to ask everyone, so I am sure." Willie, who always held that "a man should take care of his family," found the way to do so.

Mrs. Slade has drawn a bitter and brilliant indictment of that illogical confusion which we euphemistically call our social welfare "system." She spares no one in her ruthless drive on stupidity. Her sympathetic portrait of the child welfare worker will not console social workers for her acid portrayal of Miss Southard, the city relief worker whose brother-in-law was "the big boss around here," and who thought that it was just too bad that "these children are so hardened." It cannot be claimed that Mrs. Slade doesn't know what she is talking about, for she has been in social work for years in an upstate New York county.

The publishers say that the Ponds are "a Tobacco Road family of the North." That is not true. The Ponds were a self-respecting, well-intentioned family defeated by circumstance and kicked around by the "system." This is much more an American "Little Man, What Now?" than a "Tobacco Road of the North."

GERTRUDE SPRINGER

Above the Commonplace

MEN OF POWER, by Fred Eastman. Cokesbury Press. 224 pp. Price $1.50.
FRONTIER DOCTOR, by Urling C. Coe. Macmillan. 264 pp. Price $2.50.
Postpaid by Survey Associates, Inc.

IN the fifth of a series of volumes each containing four "sixty-minute biographies," Professor Eastman of the Chicago Theological Seminary studies the lives of Lenin, Trudeau, Stevenson, and Gandhi. He tries to explain, not glorify, these men of power, exploring the "influences that operated to lift them above the level of commonplace and set their feet on higher ground." He studies their heredity, cultural and national backgrounds, early home and school life, friendships, purposes, habits of work, philosophy of life. Professor Eastman gives more attention to each man's early struggles than to his later accomplishments, more to his hopes when young than to his honors when older. The longest biography, that of Lenin, includes a detailed analysis of his country, his times, and the method of achieving the revolution. It also gives a concise summary of the rights guaranteed by the constitution of the USSR.

Professor Eastman is not only a scholar interested in historical accuracy, a philosopher seeking first causes and hidden meanings, but a writer with ability to tell his story dramatically and readably. It is hoped that he will reconsider his announcement that this book is the last of the series.

Dr. Coe is another man of power, although he probably would modestly disclaim the description. "Frontier Doctor," his autobiography, is an account of life in central Oregon "before the railroad came to Farewell Bend," when Dr. Coe's nearest colleagues were miles away and he was driving thirty-five to eighty miles and more in a day to serve a single patient. Handling buckaroos and babies, accidents and epidemics, delivering babies by telephone, pulling teeth with makeshift pliers, persuading men that porous plasters were not intended for patching overalls or padding pickhandles, it was all in a day's work. Nor was the doctor ever too busy to marvel at the pine-clad foothills and snowcapped peaks of the giant Cascades. He records his thoughts about homesteaders, forest fires, socialized medicine. He chances a shot from his buggy at a jackrabbit as it bounds away through the scrub.

Eventually Dr. Coe buys himself a "contraption of steel and wheels that can go thirty-five miles an hour uphill and down," and misses the chance for meditation that the old buggy allowed. He becomes interested in the local bank and takes on the duties of president; is elected mayor and busies himself with a health code, sewer system, building ordinances. He enjoys a busman's holiday at the New York Post-Graduate Medical School. At the end of the book we find him viewing the coming of the railroad with mingled joy and regret. "The old frontier went with the golden spike. And I had been a part of it . . . . But it's written into my life forever."

Biographies, written with sincerity and understanding, have from the days of Plutarch had a wide appeal. Since their influence is dynamic and increases by geometrical progression, it is indeed inestimable. Both of the books here reviewed introduce us to men whose lives speak for themselves, answering the pessimist's "It can't be done," with the incontrovertible "But it has been." The clarity and vigor of these presentations make them both pleasant and profitable.

New York MABEL SKINNER

The Art of Helping

SOCIAL CASE WORK IN PRACTICE, Six Case Studies, by Florence Hollis. Family Welfare Association of America. 313 pp. Price $2.50, postpaid by Survey Associates, Inc.

DETAILED case analysis is combined here with general principles and basic philosophy in a way to be of inestimable value both to professional social workers and to interested lay people.

The concise, clear-cut sentences which serve as chapter headings are only one indication of the workmanlike way in which Miss Hollis has approached the task of writing this book. The summaries which end each case give an excellent picture of what is involved in this kind of service to individuals. It is a real landmark in social case work writing.

The more detailed comments on the case material restate and illuminate much that has become an accepted part of case work method and point of view over a period of years. The psychological theory underlying these cases is largely psychoanalytic, but there is little which would not be acceptable from any point

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of view, and there is much which should be reassuring to social workers who hope for unity in social work but whose own psychological theory stems from other sources. The whole discussion shows the extent to which social case work has moved away from psychological interpretation for its own sake and toward the understanding of people as the basis for helpful action.

The objective of the work in these cases is defined as "assisting families and individuals to develop both the capacity and the opportunity to lead personally satisfying and socially useful lives." While many kinds of service are rendered, the more concrete are valued chiefly because they give the client confidence to take help in problems of emotional adjustment. The workers seem responsibly related to this purpose, but I doubt very much whether it can be soundly sustained by most social agencies. In addition to questioning its practical achievability, one wonders about the philosophic validity of an objective which undertakes to be at the same time inclusive in scope and specific in direction.

There is no pressure upon the client to take this kind of help, but at times the worker's interest in realizing the objective and her willingness to be of service seem to take precedence over her recognition of the client's readiness to manage for himself. However, since human beings are apt to take what they want and leave what they do not want, I believe that the effect upon the client is often the same, whether the agency aim, as here, is to serve an inclusive purpose, or to give each kind of service which it has to offer as helpfully as possible and for its own sake. This seems particularly true if the accepted purpose is carried out skilfully and with the warm, genuine feeling for people which is so evident in Miss Hollis' book.

ELIZABETH MCCORD DE SCHWEINITZ
Philadelphia, Pa.

How Your Body Works

PICTURE OF HEALTH, by James Clarke. Macmillan. 125 pp. Price 60 cents, postpaid by Survey Associates, Inc.

WHEN the reader unversed in physiology turns to books for an explanation of how his body works, he often fails to find the answer to his question, "What happens next?" He loses his way in technical details and unfamiliar vocabulary. "Picture of Health" is intended as a first book for such inquiring readers. It tells in simple language the story of how our bodies work, omitting many details but describing clearly the main chain of events that takes place when we do muscular work, or breathe, or eat, or get rid of body wastes, or fight against disease. Explanations are simplified, but sound. In many instances they show how the requirements of our bodies for keeping alive and well resemble or differ from those of other forms of life. These comparisons give the book a broad base of biological principles which help the reader to understand some laws of life that apply to all living things.

A minimum of health rules will be found in "Picture of Health," although the practical application of principles to daily living is frequently suggested. The book begins with a discussion of the life requirements of cells, and the story of how our one-celled ancestors finally evolved into man. It continues with a discussion of how muscle cells work, why we eat and drink and how our bodies use food, how the heart and lungs do their work, and how the body excretes wastes and regulates its temperature. The special senses, the body's defenses in disease, reproduction, and heredity all receive attention.

The information in "Picture of Health" is reliable, and the book is interesting and easy to read. It should be useful to readers from highschool age on who are looking for an introduction to the story of health.

MARION LERRIGO MCWILLIAMS
Larchmont, N. Y.

Doctor's Dilemma

MEDICINE AT THE CROSSROADS, by Bertram M. Bernheim, M. D. Morrow. 256 pp. Price $2.50, postpaid by Survey Associates, Inc.

IN a foreword Dr. J. M. T. Finney frankly states that the author—his good friend—has written a book for the thoughtful reader; a book which might, however, give misconceptions to the average lay reader. Certain it is that Dr. Bernheim offers what some will call an exposé of hospitals, physicians and surgeons, while others will recognize plain facts and truths challenging to all of us.

To Dr. Bernheim a lack of proper planning seems one of the causes of unsatisfactory conditions in the medical profession today. To this he attributes the fact that medicine in the U. S. A. is "at the crossroads." It got there, he says, via horse and buggy methods. Doctors, he declares, have failed to face facts and too long ignored the business and economic aspects of their work. Not enough first-grade hospitals exist to prepare properly the flock of neophytes knocking at their doors for the practical experience they need. Yet a future career may be decided largely by where an internship is spent.

This, however, is but one minor problem in America. Another which the author discusses is fee-splitting, for which he offers a unique solution that social workers will want to read and think about. Other problems dealt with are: the income of the doctor in private practice; the urge to operate that affects some surgeons, he admits, even though "outstanding surgeons rarely do an unnecessary operation"; X-ray interpretation—who shall make it and what training is needed; the role of the drugstore: medical testimony in court; medical ethics; and group practice. Finally he discusses the "hospital plan" and a specific cooperative experiment which he helped develop. Such services, he holds, point the way for medicine's future.

The book is challenging. Read with an open, unbiased mind, social workers and nurses will enjoy it. Written by a professor at Johns Hopkins, its merit is bound to be unquestioned.

New York BEULAH FRANCE, R. N.

Out of Experience

PROBLEMS OF ADMINISTRATION IN SOCIAL WORK, by Pierce Atwater. University of Minnesota Press. 319 pp. Price $3.50, postpaid by Survey Associates, Inc.

IT is good to read a book in which there is no evidence of groping for material or of labored writing. Such is Mr. Atwater's book, written out of the richness of his experience as social worker and social work administrator. For many years Mr. Atwater has been a successful executive of a community-wide organization. His experience encompasses small cities and large ones, and the voluntary and the public fields, both on the state and federal levels.

In his work Mr. Atwater had to deal with staff, with the whole public—which means every group in a community—with agency boards, public officials, politicians. He had to raise large sums of money from the whole community and to account for their productive expenditure. He presents the fruit of all this experience in a practical, simple, straightforward manner. In fact, this is a chatty book, replete with advice, occasionally paternal. More than a description of the mechanics of social work administration, it is a presentation of everyday problems together with suggestions on how to meet them. The merit of these suggestions and of the points of view expressed can best be appraised by Mr. Atwater's own achievements.

From a human, common sense discussion of the relationship of the executive to his staff the author goes on to attitudes and to methods of dealing with the public at large—from the mechanics of arranging office furniture to research and community planning. How to deal with a board, how to maintain its active interest and secure favorable action on proposals presented, how to understand the nature of a politician and get along with him, are all discussed. Budgeting, research, community planning, how to build a bridge between the agency and the public through publicity, are matters which Mr. Atwater treats in a practical, down-to-earth manner.

Not the least valuable feature of this book is its discussion of field training for administration. Schools have been teach-

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ing administration and turning out, presumably, social work executives. But here is the point of view of the field itself with stimulating ideas on how prospective administrators should be trained in order to deal with daily problems.

Mr. Atwater has written a book for teachers and students of social work administration, for executives and rank and file workers—indeed for all of us.

ARCH MANDEL
Greater New York Fund

At City Hall

GOVERNMENT OF CITIES IN THE UNITED STATES, by Harold Zink. Macmillan. 636 pp. Price $3.50.

MUNICIPAL ADMINISTRATION, by John M. Pfiffner. Ronald Press. 582 pp. Price $4.

Postpaid by Survey Associates, Inc.

DESPITE the importance of cities as the dwelling places of more than half the population of the United States and despite the importance of the noteworthy organizational changes in government which the last years have brought, there has been a dearth of good material on city government. These two volumes fill a definite need. Mr. Zink's book, an excellent text for students, presents a clear and well organized picture of the structure and functions of municipal government today. Mr. Pfiffner, regarding cities chiefly as problems in management, confines himself to the ever increasing governmental functions of cities in our present life. It is a source of regret that both books are written in so pedestrian a style. Good writing in the field of government should not be limited to discussion of the Constitution.

JANE PERRY CLARK
Barnard College, New York

With the Greatest of Ease

EDUCATION ON THE AIR. TENTH YEARBOOK OF THE INSTITUTE FOR EDUCATION BY RADIO. Ohio State University. 436 pp. Price $3, postpaid by Survey Associates, Inc.

EDUCATION on the air proceeds more or less merrily on its way and so does "Education on the Air," the yearbook of the annual institute held since 1930 on the campus of Ohio State University. In a land where conventions are a habit, this conference is unique in several respects. The man who originated it, W. W. Charters, has been its guiding spirit and general ringmaster ever since it started. There are no proceedings but a yearbook is issued regularly—usually very late—which contains only the most valuable programs and discussions.

Naturally, not all the sessions of these annual meetings have been good, but over the years surprisingly few of them have been valueless. This means that the published record presents a picture of the latest performance in one ring of the American broadcasting circus. The institute is not a Ringling Brothers production in its own chosen subject field, but it is not an itinerant dog and pony show either. It is true that its annual recurrence brings together some hardy tight rope performers, trained seals, bareback riders and clowns, traditionally the mainstays of our ever popular American spring road carnivals, and that from year's end to year's end the men and women on the broadcasting trapeze fly through the air with the greatest of ease. But a plethora of real stars manages to get under the big tent at Columbus when circus time arrives so that the spectacles are worth seeing and hearing. A good time is always had by all.

This printed record is interesting not only for its contents but also for its attractive appearance, its good looking covers and its readable and well arranged type style. This may not be the greatest educational broadcasting show on earth, but it is about as close to it as we in America can come at the present stage of the art of the microphone.

Muhlenberg College LEVERING TYSON
Allentown, Pa.

On Its Way

VIRGINIA'S SOCIAL AWAKENING, by Arthur W. James. Garrett and Massie. 198 pp. Price $3, postpaid by Survey Associates, Inc.

VIRGINIA'S third commissioner of public welfare, Arthur W. James, has used the reports of the first secretary of the original Board of Charities and Corrections to produce a readable account of fourteen fruitful years in the state's three hundred and twenty of social history. But Mr. James' book is more than that. It is a reverent testimonial to the devotion and vision of that first Virginia public welfare worker, the Rev. J. T. Mastin, a minister of the Methodist Episcopal Church South, who became known north and south as a social worker. The book begins with 1908 when Virginia belatedly established a state board—Massachusetts got around to that in 1863, Ohio and New York in 1867—and ends in 1922, when Frank Bane became Mr. Mastin's successor. Mr. Bane wrote the introduction for his own successor's book.

Mr. James recounts, in terms of Virginia experience, the struggle of every state to secure humane care for children, delinquents, mentally diseased and defective persons. Under Mr. Mastin's leadership social legislation was enacted tending to correct many flagrant evils in the state program. Much of the legislation was of a high type, although too often permissive and not mandatory in character. Also, as Mr. James well knows, budgets continued insufficient to provide adequate enforcement or to cope with needs.

There is still only one Virginia institution to care for Negro insane and feebleminded, possibly a factor in Virginia's crime rate. In recent years prisoners left unguarded in different Virginia jails have been burned alive. Mr. James says, "Unfortunate conditions in Virginia jails, then as now, were the result of the fee system." The capital city only within the last year or so has begun to remove children from its almshouse. The state still has no law whatever for the support of illegitimate children. Virginia waited until 1918 to pass a mother's aid law; only two localities operated meager programs. Virginia frequently lags; she was the last to cooperate with the federal government in aiding needy persons, one of the last to claim assistance for the aged, the blind, and for dependent children.

Mr. Mastin's accomplishments were therefore all the more remarkable and Mr. James' book a well deserved tribute.

Seattle, Wash. JUNE PURCELL GUILD

Bearing Witness

I HAVE SEEN GOD DO IT, by Sherwood Eddy. Harper. 231 pp. Price $2, postpaid by Survey Associates, Inc.

HAVING received religious motivation in his early youth from Dwight Moody, Sherwood Eddy here recounts the effects of conversion among various people with whom his worldwide experiences have thrown him. The interesting point is that Czechs, Russians, Japanese, in becoming Christian, not only know a transformation of character, but become potent agents for social betterment. Through such persons, Mr. Eddy sees God at work. The stories he tells are full of interest, recorded in vivid style.

In two chapters, where Mr. Eddy wrestles with the problem of God at work in broad social movements, his Christian Marxism comes to the fore. In his last chapter, he wrestles with his own conscience, having changed from an absolute pacifist to one who would find the Divine on the side of Justice and Right even in the instrumentality of modern warfare. He regards the pacifist as unrealistic, simplifying the issues of the present war, but he himself is guilty of simplifying the outcome, in terms of justice and a world order, of a victory over Hitler. The vigor, deep religiousness, and social radicalism of Mr. Eddy all are evident in this very readable gathering up of strands in an unusually wide, varied, and interesting career.

JOHN HOWLAND LATHROP
Church of the Saviour, Brooklyn, N. Y.

A New Function

THE PARTICIPATION OF MEDICAL SOCIAL WORKERS IN THE TEACHING OF MEDICAL STUDENTS, prepared by Harriet M. Bartlett for the Educational Committee of the American Association of Medical Social Workers. 68 pp. Price $1.50, postpaid by Survey Associates, Inc.

MEDICAL social workers, called upon more and more to participate in medical teaching, need a guide to these new educational responsibilities. This small volume, based upon a study of the teaching activities in ten American medi-

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cal schools in which medical social workers participate, admirably meets this need.

The integration of medical and social factors in the study of illness and in the teaching of medicine is developing from an ever widening appreciation that environment and human relations play an essential part in the causation of illness and require thorough consideration in order to maintain the best type of hospital medical practice. This integration represents a swing away from almost complete dependence upon the narrower analytical methods in the diagnosis and treatment of disease, and a better recognition of medicine as a social service. The task of the social workers is not to teach social work, but to help medical students to obtain certain concepts and skills which are valuable in the care of patients.

This study discusses the various requirements both of organization and of preparation for teaching in order to perform successfully this new function of medical social service. It is pointed out that leadership must rest with the medical teachers. Unless they themselves accept and take active leadership in giving the social point of view to students, the social worker's contributions will not have a valid place in the program.

The report's wise and sound attitude regarding the relations of doctors and social workers should do much to further the development of more intimate cooperation in the conduct of institutional medical practice.

G. Canby Robinson, M.D.

Baltimore, Md.

Timely Springboard

CIVIL SERVICE IN PUBLIC WELFARE, by Alice Campbell Klein. Russell Sage Foundation. 406 pp., bibliography and index. Price $2.25, postpaid by Survey Associates, Inc.

THE shifting of the social work burden from private to public auspices, during the past few years, and the expansion of that burden have brought new and difficult personnel problems to the field. Before 1929 there were only a handful of social workers in the federal government and not very many more in the states and counties.

This sudden development of the public field caught civil service agencies and the social workers themselves unprepared. Mrs. Klein's book is a manual of all phases of the problem. She outlines the history of merit systems in the United States and describes the organization and operation of civil service agencies. She urges social workers to work together, in unions or in other groups, for the establishment of real merit systems, and she tells how these have been obtained in some communities.

Entrance requirements, experience and education essentials, the framing of written and oral tests, and the scoring of applicants in the most effective ways, all are thoroughly described. Here is the whole process from agitation in the community for civil service in social work to running the agency after it is set up. It may be said without much exaggeration that, with this book in one hand and a fountain pen in the other, practically anyone could set up his own public welfare civil service agency.

The book is presented as a "first word . . . a springboard" which "may stimulate interest," but it appears to be much more than that. Continuous study and experimentation are necessary, but here is a solid foundation on which to build.

New York Alden Stevens

Founder of the Red Cross

A MEMORY OF SOLFERINO, by J. Henry Dunant. American National Red Cross. 95 pp. Price 50 cents, postpaid by Survey Associates, Inc.

THE disregard evidenced for many years by the people of this country to Dunant's plea for general acceptance of the Treaty of Geneva is manifested in the tardy translation from French into English of his appeal to the world for humane treatment for the sufferers of war, friend and foe alike. Now after seventy-eight years, his gripping story appears for the first time in English. And timely it is, too, for the world is made abject by war, whether it be fought with cutlass or cannon, by words or mechanized groups.

Dunant, philanthropist by birth and environment, pictured, as an artist of the humanities rather than as a traveler or an historian, the horrors that resulted from the Battle of Solferino in which 300,000 fought. He left the battlefield with no confused impressions of its horrors. There was but one picture branded upon his memory: 40,000 men, after a fifteen-hour battle, crazed and dying without care.

The world's appreciation of Dunant's book resulted in the International Red Cross, with its membership of sixty-one nations all with the same watchword: "Humanity—Neutrality."

Dunant paid a great tribute to volunteers; but he pleads for organized, trained lay persons to serve in emergencies. His book "is the truth about the living, about the mutilated, about those dying by violence in the prime of life," and his ideal for care of them still is unrealized.

Cincinnati, Ohio Ella Layne Brown

Teacher and Counselor

SUPERVISION IN PUBLIC HEALTH NURSING, by Violet H. Hodgson, R. N. Commonwealth Fund. 376 pp. Price $2.50, postpaid by Survey Associates, Inc.

BECAUSE of her knowledge and experience, her personality, and her attitude toward people, Mrs. Hodgson is just the person to have written this book, warmly welcomed in the public health nursing field. Primarily the book is for the guidance of the supervisor in promoting the growth of the staff nurse and in developing leadership in the potential supervisor. The mechanics of supervision are here less important than the individuals supervised.

In discussing the preparation of the supervisor, Mrs. Hodgson emphasizes personality qualifications, particularly skill in dealing with people and sensitivity to their problems. The type of teaching employed should be similar to that which the staff nurse uses in her contacts with the family. Just as the nurse expects a growth in understanding and improvement in practices of her families, so the supervisor measures her own teaching by a similar growth in the nurse. The book will stimulate the thinking of the older type of supervisor from a lean objective of overseeing to the newer concept, in the nursing world, of teacher and counselor.

Modern supervision is likely to flourish in the public health nursing field only insofar as a democratic system of participation is encouraged. Fortunate is the young worker who can grow wise in such an atmosphere. It is Mrs. Hodgson's contention that not only the director of the nursing service but all the members of the organization are responsible for the work of the agency in the community. A new note in nursing is the idea that the administrative and supervisory group may have something to learn from the staff, even as the good nurse learns much from her families.

Helen W. Gould

Department of Public Health Nursing
Greenwich, Conn.

" . . . Who Dwell in This Land . . . "

MR. SMITH, MEET MR. COHEN, by James Waterman Wise and Lee J. Levinger. Reynal and Hitchcock. 182 pp. Price $2, postpaid by Survey Associates, Inc.

GOOD-NATURED, straightforward, realistic, conversational, this book is full of the fresh air of actuality. Opening it, the reader draws a long breath, and absentmindedly tosses into the wastebasket whatever old Hallowe'en make-believe of race prejudice he may have about him. Its short, easy-to-read pages remind us how deep-rooted and well assimilated a part of American life the American Jews always have been since the first five, invited by Columbus on his first voyage, helped him discover America; since Franklin subscribed five pounds to the first synagogue in Philadelphia; since Haym Salomon, with Robert Morris, financed the struggle for independence.

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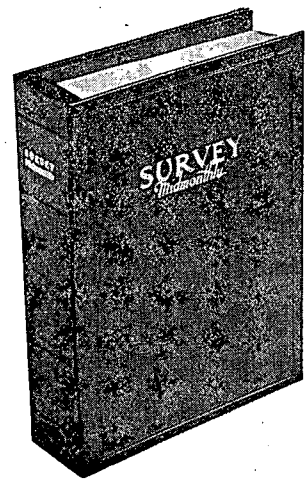

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motherland. Cordially and energetically, in return, our government stood up for Jews abroad. General Grant, when President, wrote in remonstrance against Rumanian persecution: "The United States, knowing no distinction of her own citizens on account of religion or nativity, naturally believes in a civilization the world over which will secure the same universal views."

Four great events divide the history of the Jews into vast eras, mostly of long-endured dispersion. The Babylonian Captivity cut in two their twelve hundred years of life in Palestine. The conquest of Judea by Titus—when he fenced the roads of Palestine with crucified Jews—was the second huge landmark. The daybreak of hope came with the political discovery of democracy in the United States; the latest landmark was Great Britain's setting up of a homeland in Palestine.

But we who remember back to the turn of the century will recall best how Dr. Jacobi established the first child clinic in America; how Jacob Schiff endowed and Lillian D. Wald created the nursing service of Henry Street Settlement in New York; how Nathan Strauss first gave free milk to the children of the poor; how Julius Rosenwald was responsible for building four thousand Negro schools. And we echo George Washington's hearty words: "May the children of Abraham who dwell in this land continue to merit and enjoy the good will of the other inhabitants, while everyone shall sit in safety under his own vine and fig tree, and there shall be none to make him afraid."

Arlington, Vt. SARAH N. CLEGHORN

People on the Land

AGRICULTURE IN MODERN LIFE, by O. E. Baker, Ralph Borsodi, M. L. Wilson. Harper. 303 pp. Price $3.50, postpaid by Survey Associates, Inc.

THIS interesting symposium presents many current issues in modern agriculture and in the relation of people to the land. The authors are all versatile men. Mr. Baker, with a keen sense of native rural values, deals with ways and means of preserving them in a highly industrialized society. An economic geographer and a student of land economics, he knows the characteristics of the farm people. Lately he has acquired a great interest in the rural church because he thinks its teachings will do much to rescue what is left of our indigenous rural culture. Mr. Borsodi has supplemented a business career with inventions of techniques of low cost country living and an interest in the development of small self-sufficing farms. Mr. Wilson, among other things, tussles with the idea of a synthesis of elements of modern industrialism and peasant culture. An economist who is also a philosopher, he is at present the director of extension in the Department of Agriculture.

BENSON Y. LANDIS
Federal Council of Churches

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Foundations

AMERICAN FOUNDATION FOR THE BLIND, INC.—15 West 16th Street, New York. A national organization for research and field service. Activities include: assistance to state and local agencies in organizing activities and promoting legislation; research in legislation, vocations, statistics, and mechanical appliances for the blind; maintenance of a reference lending library. M. C. Migel, President; Robert B. Irwin, Executive Director.

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—Shelby M. Harrison, General Director; 130 E. 22nd St., New York. Departments: Charity Organization, Consumer Credit Studies, Delinquency and Penology, Industrial Studies, Library, Social Work Interpretation, Social Work Year Book, Statistics, Surveys. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

Health

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—50 W. 50th St., New York. Dorothy Deming, R. N., Gen. Dir. Advisory Service, statistics, monthly magazine.

NATIONAL TUBERCULOSIS ASSOCIATION—50 West 50th Street, New York, Dr. Kendall Emerson, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. American Review of Tuberculosis, medical journal. $8.00 a year; and Monthly Bulletin, house organ, free.

BIRTH CONTROL FEDERATION OF AMERICA—A clearing house cooperating with social workers in referring indigent mothers to medically directed birth control clinics in 42 states, including 22 centers in Greater New York. In areas lacking centers, qualified physicians are available. Phone or write: 501 Madison Avenue, New York City. WIckersham 2-8600. Honorary Chairman, Margaret Sanger. Chairman of the Board, Richard N. Pierson, M.D. General Director, Woodbridge E. Morris, M.D.

THE BIRTH CONTROL CLINICAL RESEARCH BUREAU, 17 West 16th Street; **MARGARET SANGER**, Director; has added evening sessions, Wednesday and Thursday evening from 7 to 9 P.M., for the benefit of mothers who work and cannot come to the Clinic daily from 9 to 4.

Recreation

NATIONAL RECREATION ASSOCIATION—315 Fourth Ave., New York City. To bring to everybody in America, young or old, an opportunity to find the best and most satisfying recreational use of leisure time through participation in music, drama, sports and games, arts and crafts, nature activities; and to help secure adequate playgrounds, recreation centers, swimming pools, beaches, athletic fields and other recreational facilities.

Family Living

ASSOCIATION FOR FAMILY LIVING, THE Resource in child guidance, marriage and family relations. Speakers, counseling, library and materials in youth and parent education. 220 S. State St., Chicago.

Industrial Democracy

LEAGUE FOR INDUSTRIAL DEMOCRACY—Promotes a better understanding of problems of democracy in industry through its pamphlet, research and lecture services and organization of college and city groups. Executive Director, Harry W. Laidler, 112 East 19th Street, New York City.

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Is your organization listed in the Survey's Directory of Social Organizations? If not — why not? Rates are thirty cents per line.

National Red Cross

THE AMERICAN NATIONAL RED CROSS—Administered through National Headquarters in Washington, D. C., and three Branch Offices in San Francisco, St. Louis and Washington, D. C. There are 3711 local chapters organized mostly on a county basis. Services of the Red Cross are: Disaster Relief, Civilian Relief. First Aid and Life Saving, Home and Farm Accident Prevention Service, Home Hygiene and Care of the Sick, Junior Red Cross, Nursing Service, Nutrition Service, Public Health Nursing, Volunteer Service and War Service.

National Conference

NATIONAL CONFERENCE OF SOCIAL WORK—Grace L. Coyle, President, Cleveland, Ohio; Howard R. Knight, Secretary, 82 N. High St., Columbus, Ohio. The Conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The sixty-seventh annual convention of the Conference will be held in Grand Rapids, Mich., May 26-June 2, 1940. Proceedings are sent free of charge to all members upon payment of a membership fee of $5.

Racial Adjustment

NATIONAL URBAN LEAGUE, INC., with its 44 branches improves social conditions of Negroes seeking "not alms, but opportunity" for them. Secures and trains social workers. Investigates conditions of city life as bases for practical work. Publishes OPPORTUNITY, Journal of Negro Life. Solicits gifts. 1133 Broadway, New York, N. Y.

Religious Organizations

COUNCIL OF WOMEN FOR HOME MISSIONS—297 Fourth Avenue, New York City. The Inter-Denominational body of 23 women's home mission boards of the United States and Canada uniting in program and financial responsibility for enterprises which they agree to carry, cooperatively; i.e., Christian social service in Migrant labor camps and U.S. Indian schools. President, Mrs. Augustus Trowbridge; Executive Secretary, Edith E. Lowry; Migrant Supervisor, Western Area, Mrs. F. E. Shotwell; Migrant Supervisor, Gulf to Great Lakes Area, Miss Helen White, 1720 Chouteau Ave., St. Louis, Mo.

NATIONAL COUNCIL OF JEWISH WOMEN, INC.—1819 Broadway, New York City. Mrs. Maurice L. Goldman, President; Mrs. Benjamin Spitzer, Chairman Ex. Com.; Mrs. Sophia M. Robison, Executive Director. Organization of Jewish women initiating and developing programs and activities in service for foreign born, peace, social legislation, adult Jewish education, and social welfare. Conducts bureau of international service. Serves as clearing bureau for local affiliated groups throughout the country.

NATIONAL BOARD, YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS, 600 Lexington Ave., New York City. An international Christian woman movement devoted to service for women and girls and the attempt to help build a society in which the abundant life is possible for every individual.

NATIONAL COUNCIL OF YOUNG MEN'S CHRISTIAN ASSOCIATIONS—347 Madison Avenue, New York City, Eskil C. Carlson, President; John E. Manley, General Secretary. A federation of 1123 local associations, through state and area councils, for Christian character education among youth. Meets annually to determine service projects and budget for cooperation with local member organization in program, emphasis and interpretation, fiscal operations, etc. Emphasizes lay-professional cooperation, group and club activity and self-governing programs of physical, social and religious education, public affairs, international education and special cooperative projects, citizenship, etc. Specialized work among transportation, army and navy, student, colored, rural, and certain other groups.

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Professional Education for Social Work

For positions of responsibility in social work, professional education is essential. The following schools constitute the membership of the American Association of Schools of Social Work. Correspondence with individual schools is recommended. For information regarding the Association address the Secretary, Miss Marion Hathway, University of Pittsburgh, Pittsburgh, Pa.

ATLANTA UNIVERSITY SCHOOL OF SOCIAL WORK
247 Henry St., S.W., Atlanta, Ga.
Forrester B. Washington, *Director*

BOSTON COLLEGE SCHOOL OF SOCIAL WORK
126 Newbury Street, Boston, Mass.
Rev. Walter McGuinn, S.J., *Dean*

BOSTON UNIVERSITY, DIVISION OF SOCIAL WORK
84 Exeter St., Boston, Mass.
Richard K. Conant, *Director*

BRYN MAWR COLLEGE, Bryn Mawr, Pa.
Carola Woerishoffer Graduate Dept. of Social Economy and Social Research
Mildred Fairchild, *Director*

UNIVERSITY OF BUFFALO SCHOOL OF SOCIAL WORK
University Campus, and 25 Niagara Square
Niles Carpenter, *Dean*

UNIVERSITY OF CALIFORNIA, Berkeley, Calif.
Department of Social Welfare
Harry M. Cassidy, *Director*

CARNEGIE INSTITUTE OF TECHNOLOGY
Department of Social Work, Pittsburgh, Pa.
Mary Clarke Burnett, *Head of Department*

CATHOLIC UNIVERSITY OF AMERICA
School of Social Work, Washington, D. C.
Rev. Thomas E. Mitchell, *Dean*

UNIVERSITY OF CHICAGO, Chicago, Ill.
School of Social Service Administration
Edith Abbott, *Dean*

UNIVERSITY OF DENVER, Denver, Colorado
Graduate School, Department of Social Work
Florence W. Hutsinpillar, *Director*

FORDHAM UNIVERSITY SCHOOL OF SOCIAL SERVICE
805 Woolworth Building, New York, N. Y.
Miss Anna E. King, *Dean*

GRADUATE SCHOOL FOR JEWISH SOCIAL WORK
1776 Broadway, New York, N. Y.
Maurice J. Karpf, *Director*

INDIANA UNIVERSITY, Indianapolis, Indiana
Training Course for Social Work
Louis E. Evans, *in charge*

STATE UNIVERSITY OF IOWA, Iowa City, Iowa
Division of Social Administration
Grace Beals Ferguson, *Director*

UNIVERSITY OF LOUISVILLE, Louisville, Ky.
Graduate Division of Social Administration
Margaret K. Strong, *Director*

LOYOLA UNIVERSITY SCHOOL OF SOCIAL WORK
28 North Franklin Street, Chicago, Ill.
Rev. Elmer A. Barton, S.J., *Dean*

UNIVERSITY OF MICHIGAN, Curriculum
in Social Work, 40 East Ferry Street
Detroit and Ann Arbor, Mich.

UNIVERSITY OF MINNESOTA, Minneapolis, Minn.
Graduate Course in Social Work
F. Stuart Chapin, *Director*

THE MONTREAL SCHOOL OF SOCIAL WORK
3600 University St., Montreal, Canada
Dorothy King, *Director*

NATIONAL CATHOLIC SCHOOL OF SOCIAL SERVICE
2400 19th Street, N.W., Washington, D. C.
Rev. Lucian L. Lauerman, *Director*

UNIVERSITY OF NEBRASKA, Lincoln, Neb.
Graduate School of Social Work
Frank Z. Glick, *Director*

THE NEW YORK SCHOOL OF SOCIAL WORK
122 East 22nd Street, New York, N. Y.
Walter W. Petit, *Director*

UNIVERSITY OF NORTH CAROLINA, Division of Public Welfare and Social Work, Chapel Hill, N. C.
Roy M. Brown, *Director*

NORTHWESTERN UNIVERSITY, Division of Social Work
313 East Chicago Avenue, Chicago, Ill.
William F. Byron, *Chairman*

OHIO STATE UNIVERSITY, Columbus, Ohio
School of Social Administration
Charles C. Stillman, *Director*

UNIVERSITY OF OKLAHOMA, Norman, Oklahoma
School of Social Work
J. J. Rhyne, *Director*

UNIVERSITY OF PENNSYLVANIA, Philadelphia, Pa.
Pennsylvania School of Social Work
Karl de Schweinitz, *Director*

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School of Applied Social Sciences
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ST. LOUIS UNIVERSITY SCHOOL OF SOCIAL SERVICE
St. Louis, Missouri
Rev. Joseph Husslein, S.J., *Director*

SIMMONS COLLEGE SCHOOL OF SOCIAL WORK
18 Somerset Street, Boston, Mass.
Katharine D. Hardwick, *Director*

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Northampton, Massachusetts
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UNIVERSITY OF SOUTHERN CALIFORNIA, Los Angeles
Graduate School of Social Work
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UNIVERSITY OF TORONTO, Toronto, Canada
Department of Social Science
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TULANE UNIVERSITY, New Orleans, Louisiana
School of Social Work
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UNIVERSITY OF UTAH, School of Social Work
Salt Lake City, Utah
Arthur L. Beeley, *Dean*

UNIVERSITY OF WASHINGTON, Seattle
Graduate School of Social Work
Ernest Witte, *Director*

WASHINGTON UNIVERSITY, St. Louis, Missouri
George Warren Brown Dept. of Social Work
Frank J. Bruno, *Head of Department*

WESTERN RESERVE UNIVERSITY, Cleveland, Ohio
School of Applied Social Sciences
James Elbert Cutler, *Dean*

COLLEGE OF WILLIAM AND MARY
Richmond School of Social Work, Richmond, Va.
Aileen Shane, *Acting Director*

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